

COMPILATION OF GOOD PRACTICES FOR ADVOCACY ON CHILD LABOUR IN DOMESTIC WORK



GLOBAL MARCH

Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants

Copyright Global March Against Child Labour © 2014

Global March Against Child Labour (Global March) encourages reproduction, reprinting, adaptation or translation of parts or excerpts of this Compilation, in order to promote action to eliminate child labour, particularly in domestic work. In the case of adaptation or translation, please acknowledge the source and send copies to Global March. Reproduction of material in this Compilation for sale or other commercial purposes is prohibited without written permission of the copyright holders. Applications for seeking such permission/s should be addressed to:

Global March Against Child Labour
Kneuterdijk 8, 2514 EN, The Hague, Netherlands
or by email to: info@globalmarch.org

Global March welcomes such applications. Libraries, institutions and other users registered with reproduction rights organisations are encouraged to contact Global March for reproduction.

The **Compilation of Good Practices for Advocacy on Child Labour in Domestic Work** has been prepared in 2014 for Global March Against Child Labour, by Virginia Murillo Herrera, in the context of the Global Advocacy Campaign for the elimination of child labour in domestic work, supported by ILO-IPEC.

Photographs used in this Compilation have been provided by: CESIP (Peru), DNI-Costa Rica, IDEMI (Panama), and WAO-Afrique (Togo). Photographs of Global March's Campaign, its materials, etc. have also been used here.

Photograph for the cover page has been provided by IDEMI (Panama): **Expression of a child domestic worker from a workshop held by IDEMI in Panama.**

Visit our website: www.globalmarch.org

ACKNOWLEDGMENTS

This Compilation has been prepared by Ms. Virginia Murillo Herrera, Regional Coordinator of Global March for Central America.

We are grateful for the support provided by the staff of Global March International Secretariat in development and finalisation of this Compilation. We are also very thankful to each of the following partner organisations, which participated in this exercise and shared detailed information about their experiences and initiatives in addressing child labour in domestic work:

- BACHPAN BACHAO ANDOLAN
- CENTRO DE ESTUDIOS SOCIALES Y PUBLICACIONES (CESIP)
- DEFENSA DE NIÑAS y NIÑOS – INTERNACIONAL, DNI COSTA RICA
- FUNDACION DEQUENI
- GENERAL AGRICULTURAL WORKER'S UNION (GAWU)
- INSTITUTO PARA EL DESARROLLO DE LA MUJER Y LA INFANCIA (IDEMI)
- JARAK
- KUDHEIHA WORKERS
- VISAYAN FORUM FOUNDATION
- WAO AFRIQUE

We also extend our appreciation to the child labourers and young workers, communities and different stakeholders involved in this Compilation.

TABLE OF CONTENTS

Abbreviations	
Chapter 1: INTRODUCTION	1
1.1 <i>Child Labour in Domestic Work: The Issue</i>	1
1.2 <i>Compilation: Purpose, Scope and Overview</i>	3
Chapter 2: KEY CONCEPTS AND DEFINITIONS	5
2.1 <i>Domestic Work and Domestic Workers</i>	6
2.2 <i>Child Labour in Domestic Work and Child Domestic Work</i>	7
2.3 <i>Young Worker in Domestic Work</i>	8
2.4 <i>Good Practices and Criteria for Selection</i>	9
Chapter 3: ADVOCACY, A KEY STRATEGY FOR CHANGE	11
3.1 <i>Advocacy: Definitions and Principles</i>	11
3.2 <i>Advocacy: a key strategy for the elimination of child labour and protection of young workers in domestic work</i>	12
3.3 <i>Advocacy by Different Actors</i>	13
3.4 <i>Essentials on Advocacy on Child Labour in Domestic Work: Key Steps in Advocacy</i>	15
3.5 <i>Planning an Advocacy action</i>	16
3.6 <i>Monitoring and evaluation: a permanent action</i>	23
Chapter 4: USING ADVOCACY IN PRACTICE TO ADDRESS CHILD LABOUR IN DOMESTIC WORK	24
Chapter 5: COMPILATION OF GOOD PRACTICES FOR ADVOCACY ON CHILD LABOUR IN DOMESTIC WORK	37
5.1 <i>Process of Compilation of Good Practices</i>	37
5.2 <i>The Good Practices</i>	38

5.3 <i>Scope of Good Practices</i>	48
5.4 <i>Conclusions and Recommendations</i>	57
Chapter 6: ANNEXES	60
<i>Annex I :General Questionnaire On Good Practices Child Labour In Domestic Work</i>	60
<i>Annex II : Contacts Of Participating Organisations</i>	63

ABBREVIATIONS

AVA/ BBA	Association for Voluntary Action/ Bachpan Bachao Andolan
CDW	Child Domestic Worker
CESIP	Centro De Estudios Sociales Y Publicaciones (Centre for Social Studies and Publications)
CLDW	Child Labour in Domestic Work
CMTC	Central del Movimiento de Trabajadores (Union Movement of Costa Rican's Workers)
CONAETI	Comisión Nacional para la Erradicación del Trabajo Infantil (National Commission for the Eradication of Child Labour)
CSO	Civil Society Organisation
DESNA	Defensoría Escolar del Niño y el Adolescente (School Defenders of Children and Adolescents)
DCI	Defence for Children International
EBA	Educación Básica Alternativa (Basic Alternative Education)
EBAIS	Equipos Básicos de Atención Integral de Salud) (Basic Teams for a Holistic Health Care)
EIDHR	European Instrument for Democracy and Human Rights
GNAT	Ghana National Association of Teachers
GAWU	General Agricultural Workers' Union
IDEMI	Instituto para el Desarrollo de la mujer y la infancia
ILO	International Labour Organization
JARAK	NGOs Network for Elimination of Child Labour
LEA	Law Enforcement Agency
MENA	Middle East and North Africa
NGO	Non-Governmental Organisation
SUMAPI	Samahan at Ugnayang mga Manggagawang Pantahanansa Pilipinas (National Association and Linkage of Domestic Workers in Philippines)

CHAPTER 1

INTRODUCTION

1.1 *Child Labour in Domestic Work: The Issue*

The world over, large numbers of individuals are engaged in domestic work, carrying out varied tasks to make life comfortable for families, especially in today's fast-paced world. Despite its pervasiveness, domestic work remains undervalued and as a sector, poorly regulated. Many domestic workers remain overworked, underpaid and unprotected. Accounts of maltreatment and abuse, especially of live-in and migrant domestic workers, are regularly denounced in the media. Further, in many countries, domestic work continues to be very largely performed by children.¹

According to the latest ILO report², an estimated number of 17.2 million children between 5-17 years of age are engaged in domestic work, worldwide. Out of these, nearly 11.5 million are in child labour - working under unacceptable situations, either because they are working below the legally permitted age for work or because they perform tasks hazardous for their age, maturity and development.

Many children engaged in domestic work experience vulnerable and high-risk situations that affect their dignity, integrity and development. These children become victims of physical, verbal and sexual abuse and are engaged in hazardous tasks. They are often forced to work at low or no wages without any social protection. Their rights such as right to education, health, recreation and play, are often violated. Children in domestic work mostly hail from poor socio-economic backgrounds that force them to move to towns and cities to bring in extra income. Some are also trafficked for domestic work, and at times, in this transition they cannot contact their families in time of need. Thus, leaving them in complete isolation and making them more vulnerable.

Child labour in domestic work, as a global phenomenon is a matter of concern with rising demand from the growing middle class for cheap labour and the challenges associated with addressing it. It is often hidden and hard to tackle because of its linkages with social and cultural patterns. In many countries, child labour in domestic work is not only accepted socially and culturally, but is also seen in a positive light as a protected and non-stigmatised type of work and preferred over other forms of employment – especially for girls. The perpetuation of traditional female roles and responsibilities, within and outside the

¹ Decent Work for Domestic Workers, Fourth item on the agenda, International Labour Office Geneva 2010.

² Child Domestic Work, Global Estimates, ILO 2012, and October 2013.

household, as well as the perception of domestic service as part of a woman's "apprenticeship" for adulthood and marriage, also contribute to the persistence of child domestic work as a form of child labour.³ Another reason that makes addressing this form of child labour challenging, is that it takes place in a private household/s, outside the purview of regulation. This adds for the further "invisibility" of child labour in domestic work, making children more vulnerable to exploitation and thus warranting prevention and protection. Finally, the difficulty of tackling child labour in domestic work is also linked to the overall challenges of domestic sector being unregulated and unrecognised in most countries currently, as a sector that warrants protection and welfare within the legal policy frameworks for those engaged in domestic work.

Global Statistics on Children's Engagement in Domestic Work

- 17.2 million children are in paid or unpaid domestic work in the home of a third party or employer (*total figure for child domestic work/child domestic workers*);
- Of these, 11.5 million are in child labour (*total figure for child labour in domestic work/child domestic labourers*), of which 3.7 million are in hazardous work (21.4% of all child domestic workers);
- And 5.7 million, mostly adolescents/young workers in domestic work, are in permissible work but need to be protected from abuse and provided with decent work;
- In addition, undetermined numbers of children are in domestic work as a result of forced labour and trafficking. In 2012, the ILO produced Global Estimates on Forced Labour. Of the total number of 20.9 million forced labourers, children aged 17 years and below represent 26% of all forced labour victims (or 5.5 million children). While the specific number of children in forced labour and trafficking for domestic work remains unknown, evidence points to the existence of significant number of children in debt bondage, victims of trafficking and in servitude situations;
- 67.1% of all child domestic workers are girls;
- 65.1% of all child domestic workers are below 14 years: 7.4 million are aged 5 to 11 years and 3.8 million are aged 12 to 14 years;
- Child domestic work affects all regions of the world.

Source: ILO "Child Domestic Work: Global Estimates 2012"⁴

Global March Against Child Labour (Global March)'s work is focussed towards addressing situations of child rights violations, particularly exploitation, abuse and violence⁵ that affects

³ <http://www.ilo.org/ipec/areas/Childdomesticlabour/lang--en/index.htm>

⁴ <http://www.ilo.org/ipecinfo/product/download.do?type=document&id=23235>

children and their well-being. Globally, 168 million children are engaged in child labour, which poses a significant obstacle to the attainment of the goals of education for all and poverty alleviation. In an effort to contribute to the elimination of child labour, Global March has been carrying out various activities around the world ranging from advocacy to awareness raising, capacity building of key stakeholders and developing evidence-based researches towards protection and promotion of children's rights. Global March recently implemented a Global Campaign –**FREE: Free from Exploitation for Education** to advocate for elimination of child labour and protection of young workers in domestic work through encouraging ratification of ILO Convention 189 on Decent Work for Domestic Workers. While global in nature, the Global Campaign included focussed action and efforts in three countries - Indonesia, Panama and Togo where the situation of the issue warranted attention.

Key Objectives of the Global Campaign –FREE: Free from Exploitation for Education

OBJECTIVE 1: To increase awareness on the need to protect child domestic workers by promoting ratification and implementation of ILO Convention 189 in line with ILO Convention 138 and ILO Convention 182

OBJECTIVE 2: To strengthen capacities of trade unions (especially of domestic workers) and civil society organisations in their advocacy efforts and in taking action against child labour in domestic work, while also providing better protection to child domestic workers (in permissible situations)

Under the framework of this Global Campaign; Global March proposed a Compilation of good practices for advocacy on addressing child labour in domestic work in 10 countries where Global March and its partners are present.

1.2 Compilation: Purpose, Scope and Overview

The purpose of this Compilation is two-fold. Firstly, it is to support and bring forth the ideas and practices of civil society, in particular Global March members and partners who are working towards the protection and welfare of the children and child labourers, particularly those in domestic work, using advocacy as a tool. Secondly, this Compilation has been developed to contribute to capacity building of civil society, viz., trade unions, worker groups, community-based organisations, practitioners, NGOs and others who are working towards promoting the rights of the children. In particular, through documenting some existing good practices, the Compilation aims to support in enhancing capacity of organisations to advocate for ending exploitation and violence against the children in domestic work.

⁵Exploitation, abuse and violence, especially in work space or work settings

The interventions and efforts of Global March members and partner organisations in 10 countries for the elimination of child labour and protection of young workers in domestic work are studied in this Compilation. Countries from Africa, Asia and Latin America are taken into consideration with the perspective that each country will reflect one good practice undertaken to address the issue. It was intended to also include the MENA region (Middle East and North Africa) but due to some challenges, it became difficult to do so. Further, in this Compilation, focus is placed on advocacy as a tool and intervention for tackling child labour in domestic, vis-à-vis direct action.

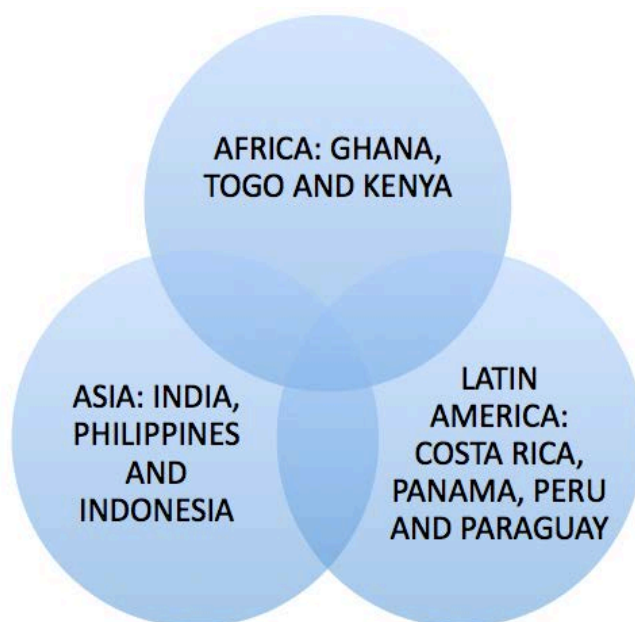


Diagram1: Countries reflecting good practices

The Compilation is divided into six chapters. The **first chapter** introduces the issue of children engaged in domestic work and the relevance of taking action to address it, primarily the promotion of ratification of ILO Convention 189. It further highlights Global March's advocacy efforts to address it, context within which this Compilation was developed and its objectives. The **second chapter** delves further into the issue through covering definitions and associated concepts. The **third chapter** provides a detailed explanation on undertaking advocacy as a strategy to eliminate child labour and protect young workers in domestic work. The **fourth chapter** gives an overview of the context and key characteristics of the interventions undertaken for addressing child labour in domestic work in the selected 10 countries, across three different regions. The **fifth chapter** explains the process carried out for the preparation of the Compilation as well as a brief analysis of each of the different categories of good practices. It further gives an overview of the scope of the good practices across criteria of impact, relevance, participation, sustainability, innovation, etc. It ends with recommendations for protecting and promoting the rights of children and young people in domestic work. The **sixth chapter** provides Annexes I and II which include the questionnaire used for the Compilation, and contact details of the participating organisations.

CHAPTER 2

KEY CONCEPTS AND DEFINITIONS

For any advocacy action to be carried out, knowing the definitions and different approaches to work provide the necessary starting points and scope of the work undertaken. It is pertinent to note that the definitions and approaches are constantly evolving with increasing awareness and progressive actions being taken globally to address the problems that affect the children and young people engaged in work.

Analysis of the different good practices in this Compilation has highlighted several important common elements that need to be kept in mind for carrying out advocacy work in any region because regardless of what these elements independently are, together they comprise critical and common elements that influence the approach and the ways of doing advocacy. These common elements of advocacy, particularly, on the issue of tackling child labour and protecting young workers in domestic work include:

- recognition of the status of children and young workers as a subject of rights,
- bearing in mind also the recognition of the status of children and young workers as human beings with dignity and with evolving capacities,
- understanding the working conditions in which these children and young workers work and the need for holistic protection from violence at work, and
- lastly, understanding the context of vulnerabilities affecting these children – risks and hazardous activities involved.

In addition to these common elements it is important to note that all advocacy actions developed and adopted under the 10 good practices covered in this Compilation aim at the same outcome, i.e., a political, legal and social change on a prevailing issue. Furthermore, these advocacy actions, like all other advocacy actions in general, have been formulated after active engagement with different stakeholders in the 10 countries.

The different stakeholders involved in advocacy for the issue of eliminating child labour in domestic work and protecting young domestic workers include children and young workers themselves, practitioners, NGOs, trade unions and local groups. (Refer to Chapter 3 for more on advocacy and stakeholders)

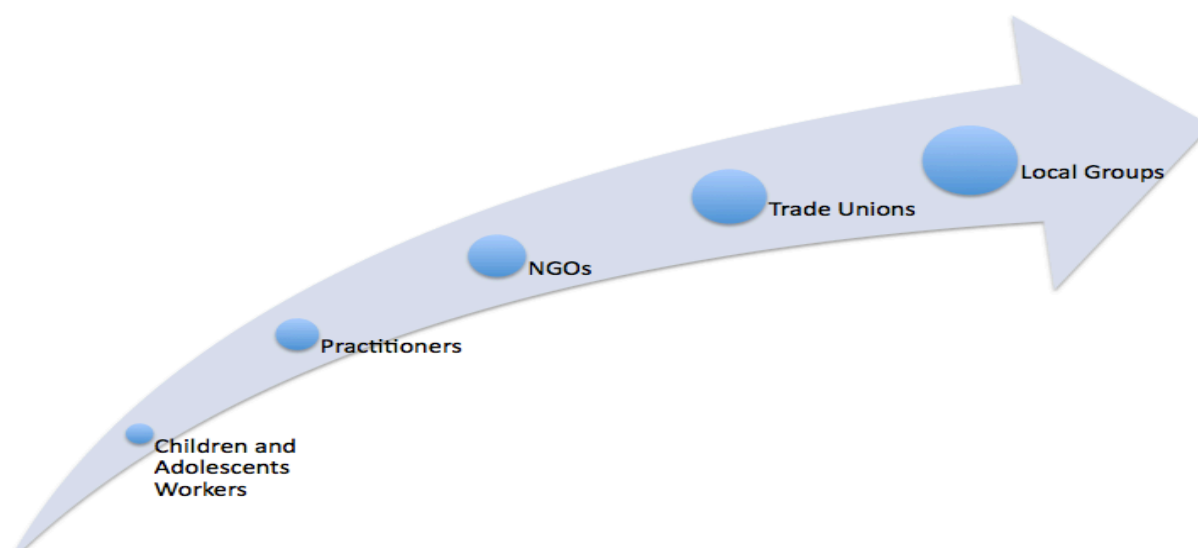


Diagram 2: Range of stakeholders involved in advocacy

The frame of reference used for the Compilation of good practices on advocacy is the human rights framework based on the UN Convention on the Rights of the Child (UNCRC); its three Optional Protocols⁶; and the Conventions of the International Labour Organization (ILO), particularly Convention 138 on the Minimum Age of Employment, Convention 182 on the Worst Forms of Child Labour; and Convention 189 on the Decent Work for Domestic Workers and its associated Recommendation 201⁷.

2.1 Domestic Work and Domestic Workers

According to ILO Convention 189, “domestic work”⁸ means work performed in or for a household or households, and “domestic worker” means any person engaged in domestic work within an employment relationship⁹.

The above definitions by ILO point out that the term “domestic work” covers a wide range of tasks performed that vary across countries, and that can be different depending upon the age, gender, ethnic backgrounds and the migration status of the worker, including the cultural and economic context in which they work. As per the ILO there are at least 53 million

⁶OPAC: Optional Protocol related to the use of children in armed conflict, OPSC: Optional Protocol on the sale of children, child prostitution and child pornography and OPIC: Optional Protocol on Communications.

⁷ Recommendation (No. 201), 2011, is a strong recognition of the economic and social value of domestic work and a call for action to address the existing exclusions of domestic workers from labour and social protection.

⁸<http://ilo.org/ipec/areas/Childdomesticlabour/lang--en/index.htm>

⁹In some countries they continue to use the term of domestic work, which is stated in their legislations and practices that also refers to that working relationship.

domestic workers worldwide, not including child domestic workers and this number is increasing steadily in developed and developing countries¹⁰.

ILO Convention No. 189 recognising that domestic workers like other workers have the right to decent working and living conditions offers specific protection to domestic workers. It lays down basic rights and principles at work, and requires States to take series of measures with a view to making decent work a reality for domestic workers.

2.2 Child Labour in Domestic Work and Child Domestic Work

According to the ILO, “child labour in domestic work” refers to situations where domestic work is carried out by children who have not reached the minimum age of employment (in the case of light work, full-time non-hazardous work), in hazardous conditions or in a situation similar to slavery¹¹. Child labour here refers to the work that affects children’s development, i.e., their psycho-social well-being, physical health, integrity, and more importantly access to and enjoyment of basic human rights such as education, health and recreation, among others. These are referred to as “child domestic labour” by Global March.

Child domestic work is a general reference to children’s work in the domestic work sector in the home of a third party or employer. This general concept encapsulates permissible as well as non-permissible situations (i.e., child labour in domestic work or child domestic labour)¹². This implies, out of the 17.2 million child domestic workers, 11.5 million are child labour in domestic work.

Child labour in domestic work (child domestic labour), given its invisibility puts children at a greater risk of exploitation and harm (as mentioned earlier). Cases of exploitation have often been covered in media. Pakistan is a case in point where many cases of brutal assault, leading to even death of children in domestic work were reported in 2013 and 2014¹³. Ratification of ILO Convention 189, thus is important to the fight against child labour in domestic work. ILO Convention 189 contains provisions for prohibition of domestic work for children below the minimum age for work and in hazardous circumstances. In this respect, the Convention requires ratifying countries to set minimum age for domestic workers and identify, prohibit and eliminate hazardous work by children in domestic work consistent with the provisions of Conventions Nos. 138 (Minimum Age) and 182 (Worst Forms of Child Labour).

¹⁰http://www.ilo.org/global/topics/domestic-workers/WCMS_209773/lang--en/index.htm

¹¹<http://ilo.org/ipecc/areas/Childdomesticlabour/lang--en/index.htm>

¹²<http://www.ilo.org/ipecc/areas/Childdomesticlabour/lang--en/index.htm>

¹³<http://www.dailytimes.com.pk/punjab/08-Jan-2014/civil-society-seeks-ban-on-child-domestic-workers>

ILO Convention 189 on Decent Work for Domestic Workers

Article 4

1. Each Member shall set a minimum age for domestic workers consistent with the provisions of the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), and not lower than that established by national laws and regulations for workers generally.
2. Each Member shall take measures to ensure that work performed by domestic workers who are under the age of 18 and above the minimum age of employment does not deprive them of compulsory education, or interfere with opportunities to participate in further education or vocational training.

Article 5

Each Member shall take measures to ensure that domestic workers enjoy effective protection against all forms of abuse, harassment and violence.

Article 6

Each Member shall take measures to ensure that domestic workers like workers generally, enjoy fair terms of employment as well as decent working conditions and, if they reside in the household, decent living conditions that respect their privacy.

These provisions are further reinforced by Recommendation No. 201, which calls for the identification, prohibition and elimination of hazardous domestic work by children, and for the implementation of mechanisms to monitor the situation of children in domestic work.

2.3 Young Worker in Domestic Work

Young workers¹⁴ in domestic work are generally between 14/15 to 18 years of age. It is used to refer to permissible work, carried on by children above the minimum (legal) age for employment. In other words, where the conditions of work and the age of the child concerned meet the requirements of international labour standards, the work is referred to as “youth employment/young workers in domestic work”. Most of the good practices analysed in this Compilation have been developed for children working below the legal age of employment (child labour) and young workers engaged in domestic work.

According to the human rights approach, a young worker in domestic work, is recognised as a person with rights, and is in a period of developing her/his capacities, thus such a person requires holistic protection and this protection must reach to all young workers with no

¹⁴The term “younger worker” in some countries is also referred as “adolescents”.

discrimination and regardless of the economic sector of participation. ILO Convention 189 recognises this aspect and contains a provision that directly relates to protecting young workers in domestic work, viz., for children above the minimum age of employment, ratifying countries need to take measures for ensuring that domestic work does not deprive children of compulsory education, or interferes with opportunities to participate in further education or vocational training.

2.4 Good Practices and Criteria for Selection

Good practice is any strategy or action/s, when used helps in getting the desired results. In the context of the work on the elimination and prevention of child labour through education and skills training interventions, a “good practice” has been defined as anything that works in some way in achieving these goals, whether fully or in part, and that may have implications for practice at any level elsewhere¹⁵.

For the purpose of this Compilation, “good practice” is understood as a set of actions, which through their design, planning, methodology, development, involvement of different stakeholders and the target subjects, and through their impact are considered important to be made known, for their analysis and their replication. Under this Compilation, good practices of advocacy on tackling child labour and protecting young workers in domestic work are included.

The preparation of the Compilation involved two main steps, given as follows:

Step 1: Identification and systematisation of the initiatives to be included in the Compilation

Step 2: Selection and analysis of initiatives that constitute good practices

The table below describes the different criteria used in this Compilation for selecting initiatives as good practices as developed by Global March.

Criteria for selection of good practices

(What is a good practice or indicators of a good practice)

1) Positive demonstrable and tangible impact:

- Extent and the manner in which the initiative impacts the working and living conditions of children and young people engaged in domestic work.
- Whether the impact is demonstrable, and whether there are supporting documents through which this impact can be evidenced.

This depends greatly on an organisation’s internal mechanisms for impact evaluation over the short, medium and long term, which supports in identifying and analysing results and outcomes.

¹⁵Consolidated Good Practices in Education and Child Labour; ILO 2007, page 6.

2) Empowerment, participation and inclusivity:

- Whether the initiative builds capacities and creates conditions conducive for involvement of the target population and local stakeholders in the advocacy actions.
- Whether the initiative integrates diversity and has a non – discriminatory approach, particularly in the advocacy actions developed.

3) Efficiency:

- Extent to which the initiative makes effective use of the resources and articulation and coordination of efforts.

4) Relevance:

- Extent to which the initiative/advocacy action responds to the needs of the target group, national priorities on the issue of child labour and young workers in domestic work and other public policies.
- Simultaneously, ability or the extent to which the initiative can address the issue of child labour in general or in specific sector. In other words, whether or to what extent it is in accordance with policies and priorities laid down in the local efforts and national plans to combat child labour in domestic work, in particular, and child labour in general.

5) Sustainability:

- Ability and the extent to which the initiative is integrated into the institutional development and programming of the organisations, i.e. whether it is capable of functioning in the medium and long term, programmatically as well as financially.

6) Replicability:

- Ability and the extent to which the initiative can be recreated in the same, similar or other geographies and/or in other realities and contexts. In other words, the initiative particularly in advocacy action has certain features and results that can be adapted and/or replicated in other environments.

7) Innovation:

- Whether the initiative introduces elements or new approaches in dealing with an existing problem and/or uses the resources available in an innovative way for advocating on child labour in domestic work.

CHAPTER 3:

ADVOCACY, A KEY STRATEGY FOR CHANGE

3.1 Advocacy: Definitions and Principles

The English word “advocacy” comes from Latin roots that mean “to call to”. Advocacy is an act generated by a group, to provoke changes in favour of a cause or an issue. The changes can be:

- At political level: Any change at this level will help in adoption of public policy or a focussed policy on child labour in domestic work;
- At legal level: This can result in generating a legal reform to protect young workers, a new law or the ratification of the ILO 189, etc.; or
- At societal level: A social mobilisation can help to create public opinion/pressure through tools like petitions, solidarity marches, etc. for a specific cause such as to not permit a decrease in the legal age of employment.

Through advocacy, one can reach out the decision makers to bring about the change.

Some other definitions of advocacy¹⁶:

“Advocacy is a process that involves a series of political actions conducted by organised citizens in order to transform power relationships. The purpose of advocacy is to achieve specific policy changes that benefit the population involved in the process. These changes can take place in the public or private sector. Effective advocacy is conducted according to a strategic plan and within a reasonable time frame.”

- *The Arias Foundation (Costa Rica)*

“Advocacy is to be heard, to call the attention of the community on an important issue, and directing decision makers toward a solution. Advocacy is working with other people and organisations that produce decisive effects.”

- *Centre for Development and Population Activities (CEDPA); Cairo, Beijing and Beyond: A handbook on Advocacy for Women Leaders*

¹⁶ IPPF, Manual de Planeación en Advocacy, page 40, 2009 and CEDPA, Advocacy, Building skills for NGO Leaders, page 8, 1999.

“Advocacy is defined as the promotion of a cause or the influencing of a policy, funding streams or other politically determined activity”

- Advocates for Youth: Advocacy 101

In simple words, “Advocacy”¹⁷:

- Is active promotion of cause or principle or value
- Involves actions that lead to a selected goal (s), outcome (s), etc.
- Is one of many possible strategies, or ways to approach a problem
- Can be used as part of a community initiative, nested with other components
- Is not direct service
- Does not necessarily involve confrontation or conflict.

Principles of advocacy include, efforts to ensure that advocacy is¹⁸:

- Independent;
- Autonomous;
- On the side of the disadvantaged party; and
- Minimises conflicts of interests.

Conditions of a successful advocacy include:

- It has to be carried out in a defined period of time;
- It requires planning and building of support to guarantee impact; and
- It has to reach decision makers at local, national, regional and/or international level to create change/impact.

There is strength in numbers. To have an impact, to be recognised and be heard, it is recommended that advocacy efforts are carried out through or in a group. This group could be a local group of children and/or young people; a coalition of NGOs, trade unions or any organised group which wants to jointly undertake action in favour of a cause or an issue.

3.2 Advocacy: a key strategy for the elimination of child labour and protection of young workers in domestic work

It is well recognised that the adoption of ILO Convention 189 responds to a long struggle by the domestic workers, adults in particular, for protection and promotion of their rights. But what is lesser known is the mobilisation of child domestic workers from different parts of the

¹⁷<http://ctb.ku.edu/en/table-of-contents/advocacy/advocacy-principles/overview/main>

¹⁸<http://gca.org.au/Resources/Principles%20of%20Advocacy.pdf>

world¹⁹, who through advocacy actions were able to influence representatives at the ILO General Assembly in Geneva.

The same can be said for the adoption of ILO Convention 182 on the Worst Forms of Child Labour, wherein Global March Against Child Labour played a strategic and unique role in mass mobilisation and advocacy for adoption of the Convention, including its subsequent ratification by countries. Children and young workers also played a key role in the advocacy campaign for ILO Convention 182. Global March's advocacy campaign that started with a physical global march was perhaps the first global mobilisation of child labourers demanding comprehensive protection and elimination of the worst forms of child labour. Through this unprecedented campaign in the form of a global march, 7 million people across 103 countries participated, and successfully influenced the drafting and later the adoption of the ILO Convention 182.

These achievements would not have been possible without proper planning, pooling of resources, coordination and collaboration of organisations and knowing the starting and end point that the advocacy action wanted to reach.

Working on human rights issues of children and young workers, and in particular with those living in different geographies or contexts, facing similar situations of risk, exploitation and abuse; advocacy strategies by organisations can be the most effective way to demand restoration of their rights, elimination of hazardous situations that adversely affect their development, better protection and overall improvement in their living conditions, paving way for a brighter future for them.

3.3 Advocacy by Different Actors

Advocacy actions can be undertaken by a diverse range of actors. One such group is the children and young workers who can advocate for their rights. In particular, child domestic workers can organise themselves to achieve a common objective. The ratification of the ILO Convention 182 and the Optional Protocols of the Convention on the Rights of the Child are good examples on what children and young people can advocate for.

The following paragraphs briefly discuss the different actors involved in advocacy on the issue of elimination of child labour and protection of young workers in domestic work in particular, and on the issue of child labour in general.

¹⁹This process of Giving Voice to Child Domestic Workers was coordinated by Children Unite, Anti-Slavery International and the participation of National Organization from Tanzania, Philippines, India, Togo, Costa Rica and Peru.

Child Advocates

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.” – Margaret Mead

Among others, children and their groups can also advocate for access to free and quality education. Young workers can advocate for better conditions at work, sign agreements with employers, and fight for the protection of their rights. Children and young workers have often used the annual celebration of World Day Against Child Labour on 12 June, to present their demands on a specific issue.



Local Groups

Local groups can organise themselves to advocate for child domestic workers. They can make demands to local authorities to guarantee their protection, to improve legislation, to regulate and monitor domestic work carried out by young workers above the minimum legal age, and to demand for universal and quality education, among other issues.

NGOs and Trade Unions

NGOs, trade unions, teacher associations and other organised groups of civil society including networks and coalitions can also advocate on the issue of child labour in domestic work. They can advocate on behalf of or with children. Examples of advocacy efforts by civil society on this issue include demand for recognition of child labour in domestic work as hazardous work in national laws and ratification of ILO Convention 189.



3.4 Essentials on Advocacy on Child Labour in Domestic Work: Key Steps in Advocacy

To initiate and to pave way for any change is a big challenge, particularly on an issue such as child labour in domestic work, often termed as ‘invisible work’. Given this reality, to achieve impact, any advocacy action aimed to address this issue needs to be well planned, organised and clearly positioned. Thus, an effective advocacy action needs to pass through different steps of an advocacy process as described below.



EVIDENCE AND DATA COLLECTION



MONITORING AND EVALUATION

Diagram 3: An advocacy process can be divided in 7 steps, including two cross-cutting actions

3.5 Planning an Advocacy action

Step 1: ASSESSING CAPACITIES AND RESOURCES NEEDED FOR ADVOCACY

Before starting the process, it is important to assess the capacities and resources that the group has to carry out the advocacy work. Different tools can be used in this regard. Carrying out a SWOT (strengths, weaknesses, opportunities and threats) Analysis can provide a good starting point.

SWOT ANALYSIS		
	Helpful to achieving the advocacy objective	Harmful to achieving the advocacy objective
Internal origin (Attributes of the advocating group)	STRENGTHS (eg: capable staff, evidence-based research)	WEAKNESSES (eg: limited financial resources)
External origin (Attributes of environment in which the advocating the group operates)	OPPORTUNITIES (eg: other alliance considering a legislative push, the group could join)	THREATS (eg: new policy affecting civil society space for advocacy)

After identifying the strengths, weakness, opportunities and threats, an analysis can show the existing capacities and resources that the group has (and which can be built on) and the capacities which are inadequate or lacking and which need to be strengthened.

Credibility of the Group

When a group advocates for a cause or an issue, such as child labour in domestic work (child domestic labour), it is essential that the group has knowledge about the issue and is strongly sensitive towards the issue.

Decision makers are not always easily accessible or simple to influence. Thus, it is critical that the group along with having credibility and recognition also builds alliances and seeks support from different stakeholders for ensuring that their voices will be heard. It should also have a basic internal structure in place that is equipped to support its advocacy activities over a period of time.

Involving Child Domestic Workers/Labourers in Advocacy actions

One can engage in advocacy for child domestic workers/labourers – either on behalf of them or with them as active participants. When children are involved in advocacy, care must be taken to ensure that children’s participation is voluntary, informed and not manipulated by the adults. This also requires building a platform together with children and young workers to develop a friendly environment that guarantees their security, protection and real participation. It is crucial to ensure that child labourers and young workers are not re-victimised during the process.

There are many tools that can be used to ensure adequate participation of the children. Convention on the Rights of the Child is one of the best framework as well as the General Comment 12²⁰ on the Right of the Child to be Heard²¹.

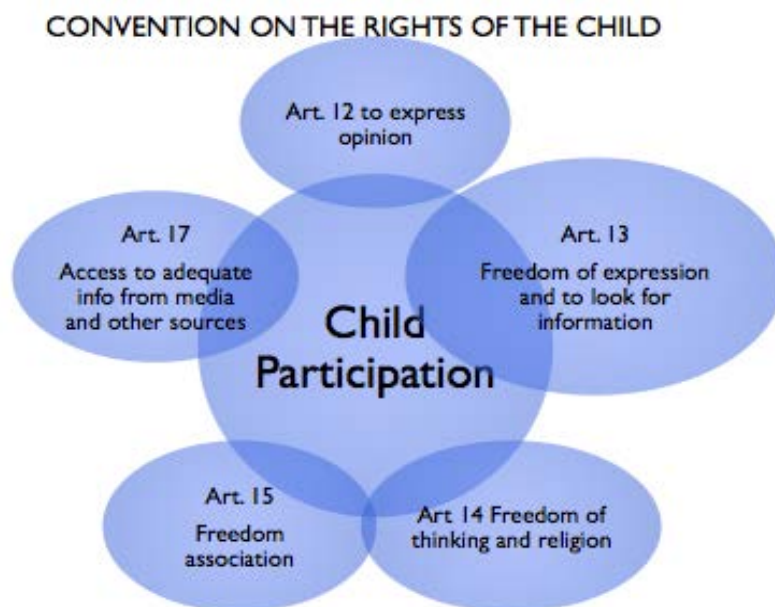


Diagram 4

Step 2: UNDERSTANDING THE PROBLEM/ISSUE

NGOs or groups advocating for a particular issue such as child labour in domestic work, already have a fair idea on the importance of the issue, and related background. However, to ensure credibility, it is important to add extra knowledge to this background. Advocacy action is most credible and effective when it is based on evidence – facts, statistics, researches, etc.

The following points can serve as a basis or guideline for carrying out an analysis to thoroughly understand the problem or issue for which advocacy is being planned²²:

²⁰General Comment 12 on the Right of to be Heard is a Guideline prepared by the Committee on the Rights of the Child that helps States and any other group (NGOs, etc.) to understand and gives adequate interpretation of Article 12 of the Convention. This General Comment provides guidance and references on how to implement this important Article. It is a fundamental tool to be used to promote child participation and in particular the right to opinion and to be heard.

²¹Article 12 of the Convention on the Rights of the Child (the Convention) is a unique provision in a human rights treaty. It addresses the legal and social status of children, who, on the one hand lack the full autonomy of adults but, on the other, are subjects of rights.

²²Table is based on practices and experiences and supported by Murillo Herrera, Virginia, *Manual de Advocacy en Violencia hacia los niños, niñas y adolescente*, Defensa de Niñas y Niños- Internacional, Costa Rica, 2006 and Advocacy, Building Skills for NGOs Leaders, CEDPA Training Manual Series, Volume IX

THE POINT OF DEPARTURE	What is the situation of the issue for which advocacy is to be carried out? (Which evidence, information exists – both qualitative and quantitative) <i>(Eg: situation of children in domestic work, data on it, analysis of relevant policies/laws)</i>
THE CONCERNS	What are the human rights violations that are affecting children’s and young workers’ development? <i>(Eg: physical and sexual abuse in child labour in domestic worker, denial of education, etc.)</i>
THE SOLUTIONS (THE POINT OF ARRIVAL)	What needs to change? What needs to be improved? <i>(Eg: new legislation, implementation, funding, etc.)</i>

Step 3: BUILDING POLITICAL POSITION ON THE ISSUE/PROBLEM

Those working on human rights, especially on the issues of child labour in domestic work (child domestic labour) must build a political position on the issue, developing a cause to advocate for. This is an essential process as it gives absolute clarity on the issue or the cause that the group wants to advocate for. Along with the ability to defend a position in front of decision makers, the group should have in-depth knowledge and understanding of the issue and should be able to clearly lay down the approach and the vision to address the problem.

To lay down the approach and vision, the following four elements need to be taken into consideration:

The perception, the social norms regarding the issue	The reality and practice/s regarding the issue	The evidence (facts and other existing information) on the issue	The norms (policies, legislations) on the issue
--	--	--	---

Together, all these elements support in building a political position on the issue, i.e., on child labour in domestic work (child domestic labour).

Step 4: MAPPING AND ALLIANCES

Advocacy often requires building alliances and garnering support. One important requirement is to identify areas in policy that needs to be influenced, to map different stakeholders, to know what channels exist to reach stakeholders, identify stakeholders who can be the allies, those who are neutral, those who are the opponents and those who are likely to interfere in the advocacy action, in our case against child labour in domestic work (child domestic labour).

Two mapping processes can be developed:

Mapping of Power: To identify the levels of power (local authority, community leaders, Councils, Local or National Commissions, Ministries, Judges, Parliamentarians, Ministers, Head of States, etc.) and the scope of influence (local, national, regional, international level)

Mapping of Alliances: To identify those stakeholders with which the group can work and those with which they cannot work; the reasons, and the strategy on how to reach and involve them.

Both of the above processes can be carried out through participatory workshops, using cards, flipcharts and other tools, or through a process of stakeholder mapping undertaken by a NGO or a group of NGOs.

Step 5: THE STRATEGY OF ADVOCACY - PLANNING THE ACTION

Having already prepared the substantive part of the planning process and knowing that the issue of child labour in domestic work (child domestic labour) requires a policy action, which needs to be driven by policy actors (decision makers), it is now time to plan the strategy for the action.

Several aspects are required to be defined in this step and the use of the following pointers can help to organise the information:

GOAL, OBJECTIVES	TARGET AUDIENCE	DEVELOPING MESSAGE(S)	CHANNEL OF COMMUNICATION
<p>The <u>Goal</u> is the overall result that the group wants to achieve through the advocacy action. Goals are generally broad in nature, like a vision statement of an organisation/programme.</p> <p><u>Objectives</u> are the incremental steps taken to achieve the overall advocacy goal. They are usually achieved in the short-term whereas the Goal can be achieved through the development of different advocacy actions in the medium and long-term.</p> <p>It may be noted that success</p>	<p>It covers a range of target groups like the public, media, other NGOs, government officials and most importantly policy makers that the group wants to influence through the advocacy action.</p>	<p>A simple yet powerful message needs to be developed and communicated to different target groups.</p> <p>It is important to define clearly what is needed and what is most appropriate for each group.</p> <p>The message should be focussed and ideally use positive language.</p>	<p>The resources, the tools and the means by which the message will be communicated: i.e. traditional media, Information and Communications Technology (ICT), direct lobby, pressure actions, etc.</p> <p>It is important for the group to clearly identify the messenger communicating the message since the target audience will determine the messenger. Also delivery methods change by target audience.</p>

<p>of advocacy depends on meticulous planning of all the steps involved in reaching the ultimate goal, which will be a culmination of specific objectives at every step. However, as the context can affect the outcomes achieved, in the analysis and preparation of the different steps, it is important to consider the risks that are likely to emerge.</p> <p>Further, while building the objective of the advocacy action, it is important to ensure that the objective is a “SMART” objective:</p> <p>Specific Measurable Achievable Realistic Time-bound</p> <p>In summary, it can be said that a “goal” is a long-term vision for change while an “objective” is short-term and measurable.</p>		<p>It also needs to be decided whether there will be separate messages for each target group or one message for all target groups.</p>	<p>Remember that policy decision makers have a “political time”, and are often not aligned to the time that child domestic workers and other stakeholders’ need/ require for solving the problem.</p> <p>Further, the time it takes to reach the desired impact will vary depending on whom to influence: the local, the executive bodies, the legislative body or the judicial body, etc.</p>
--	--	--	--

In other words, planning for the strategy for advocacy action involves laying down the overall goals of the advocacy action, the specific objective/s, identifying the target audience, thinking through the message development and delivery (channels of communication).

Step 6: FUNDRAISING

The magnitude of the advocacy action will determine the amount of resources (financial and other) required. Even though it is likely that the group already has sufficient resources to begin with, it is nonetheless essential to prepare a checklist of the requirements and related costs. This will enable the group to clearly estimate the cost that the advocacy action will incur, assess resources the group currently has and what needs to be raised or mobilised. This step is very important and more often the advocacy groups do not take it into consideration. It is only once they begin implementation that they realise the need for additional funds.

It is relevant to note that any advocacy action will be supported with documents, information, subject matter material, etc. Preparation of any of these things including collection, developing layouts, printing and dissemination, would require funds. The process of documentation and evaluation of impact will also entail additional budgets.

Step 7: TO TAKE ACTION

The group can start implementation of the set of planned activities to achieve the advocacy goals and objectives after defining the above. Effective advocacy will depend on in-depth knowledge (of the issue, actors to influence, actions to be changed), meticulous planning, developing a clear and a powerful message and using appropriate tactics and communication channels and strategy to ensure desired impact.



Diagram 5: Strategic Communication Model highlighting the different communication strategies that advocacy efforts use from merely informing about the issue, to motivating to feel about the issue, to persuading the audience (policy maker, stakeholder) to take a desired position on the issue, to finally to move the audience into action²³

Different strategies can be used in an advocacy action for presenting and delivering advocacy messages, including for child labour in domestic work (child domestic labour). Below is an illustrative list:

²³Advocacy, Building Skills for NGOs Leaders, CEDPA training manual series, Volume IX

- Lobby/ Advocacy – “political” direct dialogues
- Executive Summaries, briefing papers, fact sheets
- Seminars
- One on one/face to face/group meetings
- Policy Forums
- Articles in the Media
- Leaflets, Banners, Posters
- Pressure action campaigns (i.e. public rallies, signatures/petition campaigns for social mobilisation)
- Parliamentarians talks
- Public Debates
- Press releases

3.6 Monitoring and evaluation: a permanent action

Monitoring and evaluation are critical for building a strong, global evidence base on child labour in domestic work (child domestic labour) and for assessing the diverse range of interventions being implemented to address it²⁴.

At the programme level, the purpose of monitoring and evaluation is to track implementation, outputs and outcomes systematically, and measure the effectiveness of programmes. It helps to determine exactly when a programme is on track and when changes (revisions) may be needed. Monitoring and evaluation forms the basis for modification of interventions and assessing the quality of activities being conducted²⁵.

Monitoring and evaluation can be used to demonstrate that programme efforts have had a measurable impact on expected outcomes and have been implemented effectively²⁶. When an action is achieved, or a change has been made, it should be monitored, particularly when its follow-up implies putting into action, mechanisms and capacities for its implementation.

Evaluation of the action is also equally important, with the purpose of identifying valuable lessons learnt and systematising the process so that it may be used in future actions or be replicated in other regions, countries, or to address other issues.

Thus, the process of monitoring and evaluation based on a systemic approach is an integral part of any effective advocacy action.

²⁴<http://www.endvawnow.org/en/articles/331-why-is-monitoring-and-evaluation-important.html>

²⁵*ibid*

²⁶*ibid*

CHAPTER 4

USING ADVOCACY IN PRACTICE TO ADDRESS CHILD LABOUR IN DOMESTIC WORK

Under this chapter, the different advocacy initiatives on the issue of child labour in domestic work of participating Global March member/partner organisations in different regions, considered and covered under this Compilation are briefly described. Also, briefly described is the context under which these initiatives were carried out, i.e., the work of the participating organisations on the issue of child labour and in particular on domestic work along with the situation of the issue in their respective countries.

ASIA: South & Pacific Asia

Three organisations from India, Philippines and Indonesia respectively participated in this Compilation:

- Bachpan Bachao Andolan, India
- Visayan Forum, Philippines
- JARAK, Indonesia

One of the aspects that characterise the work of these organisations is their focus on child labourers, poverty, vulnerability, exploitation and high-risk conditions. These risks not only affect the working conditions of children, but also the interventions and steps taken by these organisations to withdraw or rescue them from exploitative work. One common denominator of the initiatives by the three organisations is that they operate within the framework of modern forms of slavery²⁷ and therefore they respond, work and advocate for action.

Background of the three organisations

In **India**, the **Association for Voluntary Action (Bachpan Bachao Andolan, BBA)** symbolises India's largest grassroots movement for the protection of the children, ensuring

²⁷ In accordance with the UN Voluntary Trust Fund on Contemporary Forms of Slavery, the ownership and control, accompanied by the threat of violence, are essential elements in any definition of slavery (Slavery Convention, 1926). Men, women and children continue to be exploited through slavery-like practices such as: Debt Bondage, Serfdom, Forced Labour, Child Labour and Child Servitude, Trafficking, Sexual Slavery, Forced Marriage and the Sale of Wives, and other forms of slavery.

to them quality education. Since its inception in 1980, founded by Indian child rights activist and Nobel Peace Laureate 2014, Kailash Satyarthi, BBA has rescued over 80,000 victims of trafficking, slavery and child labour and has helped them re-establish trust in society and find promising future and hope.

BBA's efforts to free child labourers in domestic work is a part of the organisation's strategy of Victim Assistance under which they ensure rescue, rehabilitation and repatriation of children who have been trafficked for child labour, and are working in slavery like situation. The strategy also includes advocacy for changes in policies and laws, ensuring proper implementation of existing laws and training and sensitization of Law Enforcement Agencies (LEA) towards the issue and to increase awareness and ensure sustainability of the protection being provided to the victims.

While BBA works on the ground with the victims of exploitation, it believes that prevention and protection in the long term can only be brought about by change in laws and policies. BBA's work towards law and policy change involves research, sensitisation of policy makers, working with the judicial system through actions like filing Public Interest Litigations (PILs) and demonstration of public opinion through various campaigns.

Through its work on rescue, rehabilitation and repatriation of child labour in domestic work, BBA has come across two glaring facts. Firstly, placement agencies (employment agencies) play a pivotal role in the trafficking, abuse and exploitation of children in domestic work. Secondly, a large number of girls who were rescued by BBA from child labour in domestic work were children who had gone missing from their homes.

BBA used this information to adopt a two-pronged strategy of not only rescuing child domestic labourers but also ensuring that prosecutions are lodged against the placement agencies and others involved in trafficking of such children. BBA provides legal aid to victims to ensure that they have access to statutory compensation and to ensure that the offender is punished. BBA aims to tackle the economics of trafficking by law enforcement to not only check trafficking but also to impose financial penalties that ensures that trafficking is no longer a profitable business.

BBA uses its field level experience to create best practice model that provides wholesome protection to victims and identify gaps in policy which it aims to cover through its advocacy strategy, working through the judicial system to ensure development of a strong law for regulation of placement agencies. Following the directions of the High Court of Delhi, the Lt. Governor issued an Executive Order on 26th September, 2014 for the regulation of placement agencies within Delhi. Over and above this, BBA is also engaged in advocacy for various other issues of child rights, such as missing children, the law against child labour, the Juvenile Justice Law and the law against trafficking, all of which also benefit the victims of child labour in domestic work.

In **Philippines, Visayan Forum** brings forth an experience based on building capacities of child domestic workers, which is called Kasambahay Program (Domestic Workers Programme), a part of the “Slavery and Child Labour Programme”²⁸ where the objective is to make governments and civil societies in general accountable and responsible for eliminating abuse and exploitation of children and young people as domestic workers.

Visayan Forum aims to find innovative ways to end modern-day slavery and has worked with child domestic workers in the Philippines since its inception over twenty years ago. It has lobbied with the government for policy change, provided refuge and services for child domestic workers and set up the Samahan at Ugnayang Manggagawang Pantahanansa Pilipinas (SUMAPI) - the National Association for Domestic Workers. It has mobilised multi-stakeholders through a series of national summits with an aim to consult partners on the relevance and the adoption of the ILO Convention 189 and the proposed enabling national law, the Batas Kasambahay - an act instituting policies for the protection and welfare of domestic workers.

Many Filipino women and children are trafficked within and across international borders. Every day, thousands attempt to escape poverty and conflict, but often end up in conditions of involuntary servitude and exploitation in brothels, factories, agricultural plantations, and as abused domestic workers. Most of them lack knowledge on safe migration and red flag indicators of trafficking. They are also unaware of the dangers of new methods of recruitment, such as social media. Cultural acceptance and family pressures also contribute to the normalisation of using unsafe channels of migration.²⁹

Those who were previously the victims of trafficking are often stigmatised, especially the ones who were trafficked into sex labour. They also have difficulty accessing further educational or employment opportunities. Those who were abused also faced the difficult recovery from trauma towards reintegration into society.³⁰ Visayan Forum’s work includes protecting and promoting the rights of such women and children, who are victims of trafficking.

In **Indonesia, JARAK (NGO Network for the Elimination of Child Labour)** is a network of national NGOs promoting the elimination of the worst forms of child labour in Indonesia. JARAK supervises and supports its members in implementing their activities and coordinates regional efforts.

JARAK effectively operates as a strategy-focused organisation, with a strong background in advocacy. Activities for the enhancement of member capacities include trainings, comparative studies and exchange programmes, the development, access and

²⁸ Linked to an international project coordinated in various countries by UK Anti-Slavery International where organisations of Tanzania, Togo, Philippines, India, Costa Rica and Peru took part as implementers.

²⁹ <http://www.visayanforum.org/wp/resource-center/#WhatYouNeedtoKnow>

³⁰ *ibdi*

dissemination of information and fund raising for programmes. In addition, JARAK consults and engages with the Indonesian government, international organisations, local communities and members, as well as non-member NGOs and drives advocacy efforts for enforcement of laws, and changing policy and public opinion on child labour.³¹

JARAK has been continuously working on the issue of child labour in domestic work in Indonesia. For example, from 2006-2008, JARAK launched an initiative called Anti-Trafficking Campaign against the exploitation of children in domestic work that was developed in six provinces of Indonesia.

JARAK along with JALA-PRT (National Network of the Protection of Domestic Workers) has been conducting activities towards adoption of the Bill of Domestic Workers Protection by the government that will pave the way for the ratification of ILO Convention 189 by Indonesia. Carried out with the support of Global March, these activities include monitoring the Parliament Meeting of Commission IX (on Manpower and Transmigration, Population Affairs, and Health), which is in-charge of drafting the Bill, and engaging in constructive dialogue with Members of the Parliament to put forth inputs for the Domestic Workers Provisions and Articles in the Bill. JARAK and JALA-PRT have also contributed to the inclusion of an Article on prohibition of child labour in domestic work in the Bill. JARAK and JALA-PRT are also collaborating in monitoring the Legislative National Program for 2014³².

An investigation in South of Jakarta, West Java (Depok, Bekasi) and South Tangerang City by Rumpun Gema Perempuan (RGP), found that the 257 children participating in domestic work were between the ages of 12 and 17, and more than 90% of them were girls.

In Indonesia a majority of the population works in the agricultural sector as plantation workers and construction labourers. Since they cannot afford sending all their children to school, they prefer to send the boys as they are believed to take up the family responsibilities in the future, thus girls miss out on education and most have only basic literacy. Parents prefer that girls enter the workforce as domestic workers, since this type of work does not require any specific level of education. A baseline survey of domestic workers in Indonesia conducted by JALA-PRT revealed that out of 2 million child domestic workers in the country 85% are girls and 15% are boys³³.

While predominantly girls find their ways into domestic work in Indonesia, often boys become the part of the child labour workforce in domestic work as they try to support their families against a backdrop of weak economic conditions in the country with widespread poverty.

³¹<http://www.humantrafficking.org/organizations/116>

³²(From the report submitted to Global March Against Child Labour – Global Campaign, period 01.06.2013 to 30.09.2013).

³³Situational Analysis of Child Domestic Labour in Indonesia; JARAK (2014)

With a low level of education, young boys and girls find “domestic work” as the only available option for them. Alternative jobs for them are very limited, especially in rural zones. On the other hand, global competition that has penetrated into the Indonesian industry has increased the vulnerability of the marginalised groups, which limits their education and skill-building capacities. Acknowledging the limitations of their education, the girls have also revealed that the motive for their participation in domestic work is to help their sisters and their brothers with funds for their education.

Finally, from the employer’s perspective, children are preferred in domestic work because they are obedient and do not demand high salaries. As compared to adult workers they are forced to work for long hours and can be engaged in all kinds of odd jobs. The presence of child workers is considered to be safe as they can become friends with the children of the employers.

AFRICA

In case of Africa, the following three organisations participated, one from Francophone region: and two from Anglophone region:

- WAO-Afrique, Togo
- GAWU, Ghana
- KUDHEIHA Workers, Kenya

While initiatives in Africa covered in this Compilation had different starting points given each country’s own context, community mobilisation and participation of a variety of stakeholders, comes across as a very strong common element that takes on significance and relevance with the entire community participating in finding solutions to issues affecting children and young people.

In Francophone Africa **in Togo, WAO-Afrique**, since its inception, has worked to promote and protect children’s rights in general, and in particular the right to be free from all forms of sexual and economic exploitation, and to be free from the threat of trafficking.

For over a decade, WAO-Afrique has sought an end to the worst forms of child labour. They aim to pull children out from work place and put them in schools. While this objective remains firmly placed within the overall working strategy of WAO-Afrique, it has also become apparent that immediate measures must be taken to protect working children from severe forms of violence and abuse until such time that child labour can be totally eradicated. Thus, WAO-Afrique, in collaboration with Anti-Slavery International, has adopted several innovative approaches to improve the working conditions of child domestic workers.³⁴ Much of the research carried out by WAO-Afrique has been used as a vital advocacy tool in the region. For example, a study completed in 1997 on the cross-border trafficking of Togolese children

³⁴<http://waoenglish.wordpress.com>

resulted in a number of specific actions: the border police arrested a number of traffickers and diplomatic representatives and publicly condemned the conditions in which these children were forced to live.

Similarly, the participation of government officials and representatives of the private sectors in seminars and conferences offer an opportunity to advocate for change in the best interest of the child. WAO-Afrique has often organised such events, such as the following:

- Seminar workshop on ILO Convention 182 on the theme 'Advocacy for effective implementation of ILO Convention 182';
- Meeting between tripartite groups and civil society of Togo and Ghana on the strategies for better implementation of the ILO Convention 182 (2000);
- Meeting of Coordinators of the National Committees against Child Labour in West and Central Africa (1999);
- International Conference on child trafficking in West and Central Africa (1999); and
- West and Central Africa NGO Forum on the 10th Anniversary of the Convention on the Rights of the Child (1999).

WAO-Afrique, under its mandate to protect and defend the rights of the child has mobilised other NGOs and associations, religious leaders and trade unions to complete the alternative reports by the NGOs on the implementation of the Convention on the Rights of the Child. The 2nd alternative report was drafted at the WAO Secretariat and was finalised in a workshop among specialists in the field of education, child rights and health in Kpalimé in January 2002. It was adopted by a coalition of NGOs and shared with the NGO Groups in Geneva. The 1st alternative report was sent to Geneva in 1997.

WAO-Afrique with the support of Global March, implemented a campaign for ratification of ILO Convention 189 and elimination of child labour in domestic work in Togo. Under this campaign, WAO-Afrique undertook a variety of activities entailing awareness raising, social mobilisation, advocacy, research on the situation of child labour in domestic work in the country, and capacity building of civil society and children and youth themselves. WAO-Afrique, particularly used important days such as World Day Against Child Labour and International Human Rights Day for awareness raising and advocacy and engaged with children and youth in domestic work for such activities.

The target population for community awareness activities has been poor families in rural areas of the country where girls have no rights to inherit land. They come from polygamous families where there is no consideration for girls, especially with regard to education. Poverty forces parents into trusting and handing over of their children (girls and boys), to third parties where all forms of human rights violations occur.



In Anglophone Africa in **Ghana, General Agricultural Workers' Union (GAWU)** is an affiliate of the Trade Union Congress-Ghana and the biggest trade union organising farmers and agricultural workers in Ghana. Addressing the issue of child labour is a key to the overall operations of the Union. GAWU has thus developed a strategic plan on child labour that is serving as a road map for addressing child labour in the agriculture sector which is critical given that both global and national statistics reveal that agricultural sector has the largest number of child labourers.

GAWU, through FNV³⁵ Mondiaal, is currently implementing a three years project in 30 communities, 4 districts and 2 regions in Ghana (Volta & Eastern). This will cover a total of 2,400 children and 1,000 parents. GAWU focuses on community mobilisation and awareness raising activities in order to involve communities and authorities in the project³⁶, and to promote the rights of children to education through advocacy activities and campaigns at all levels. For the purpose of this Compilation, GAWU presented an initiative under the broader project named Child Domestic Work at Vudu Shrine in the Volta region of Ghana.

Volta region has strong religious beliefs, that include Christianity, Islam and the African traditional religion. The latter dominates in the region and involves many ritualistic

³⁵ <https://www.fnv.nl/over-fnv/internationaal/mondiaal-fnv/english/projects/>

³⁶ <http://www.hivos.nl/Stop-Childlabour/Who-we-are/Our-partners-worldwide/Ghana-General-Agricultural-Workers-Union-GAWU>

activities/practices (believed to assist in solving daily problems of crop harvest, marriage, finances, etc. of the community), carried out by the “Vudu Priest”- leader of the shrines. The Priest generally would lead his clients through ritualistic activities such as recitals, invocation of gods, ritualistic dances, etc. at the shrines, which are normally within home settings of the village. The Priest’s assistants are usually children between the ages of 5 and 15 either who do not attend school or are enrolled in school but irregular in attendance. They are exposed to such activities/practices and are under constant fear and trauma. They also work in high-risk and exploitative conditions. For example, children start as early as 5 AM, playing drums, singing and dancing to fetish songs, along with preparing foods for the “gods”. They are not paid for their work and sometimes their parents/guardians give them out to the shrine for ritualistic purposes.

With the use of strong advocacy actions, both the community and GAWU have been successful in putting a stop to the malpractices involving children in the shrine, and have ensured that they now attend school. Fortunately, the Priest/religious leaders are now involving themselves and taking actions against labour exploitation and the violation of human rights of children. The Priest is an executive member of GAWU local union/cooperative.

In **Kenya**, **KUDHEIHA WORKERS** developed an initiative which aimed at i) building capacity of union members and other key stakeholders; ii) as well as to remove 90 children engaged in domestic work and take them back to schools and training centres; iii) to train branch officials on recognising and dealing with child labour in domestic work in the context of existing legislations and policy framework, and iv) to raise awareness and social mobilisation by trained KUDHEIHA officials, members, Child Labour Committee members, etc.

Kenya is a country where the involvement of children and young workers in the labour market is a widespread reality. Most urban families use subsistence strategies where the participation of children and young workers in family labour and economic activities is essential. That is why the initiative performed awareness raising activities on the worst forms of domestic work performed by children and young workers since most Kenyan families take child labour for granted. KUDHEIHA works in partnership with the Ministry of Justice and Constitutional Affairs and NGOs focusing on children’s rights to ensure adherence to the general minimum age of employment in domestic work.

KUDHEIHA experience is that older child domestic workers feel uncomfortable in primary schools and they end up dropping out. Through the initiative, KUDHEIHA strove to take older children to skill training institutions. Further, KUDHEIHA carried out awareness raising on child labour including for domestic work, within the framework of the established Child Labour Committee in 15 districts. This includes a broad spectrum of actions from all sectors from pastors to businessmen to politicians and parents, where all are mobilised to speak out and take action against child labour.

LATIN AMERICA

In the Latin American framework, four initiatives of four social organisations were analysed; two of them from South America and two from Central America:

- CESIP, Peru
- Fundación DEQUENI, Paraguay
- DNI Costa Rica, Costa Rica
- IDEMI, Panama

Latin America has complex environment. Despite the fact that the region has experienced decent economic growth in past several years, it is still one of the most inequitable regions and is known to be among the most violent areas in the world. It faces serious challenges in ensuring dignified living conditions for its population.

Central America

DNI Costa Rica is a human rights organisation that defends, promotes and protects children's rights. Child labour and child labour in domestic work have been priorities of the organisation since its inception.

The implementation of the project was done against the backdrop where Costa Rica has made several efforts to combat child labour in general and was starting to acknowledge the existence of child labour in domestic work. DNI Costa Rica has played a key role in advocating for the inclusion of the issue of child labour in domestic work in the National Plan of Action and has also advocated for the ratification of the ILO Convention 182 and ILO Convention 189. Even though Costa Rica has been a proactive State ratifying different treaties, there have been several difficulties in implementing them.

DNI Costa Rica has been advocating for the protection of young workers ³⁷in general and in particular for those involved in domestic work. One project implemented by DNI Costa Rica on the issue of child labour in domestic work, in particular on young workers in domestic work is pertinent to include here. This project promoted advocacy by young workers in domestic workers for the welfare of their communities and for themselves. It promoted the organisation and participation of young workers engaged in third party houses or their own, in processes that contribute to improve their living conditions and in obtaining more and better opportunities for their overall development. In turn, these young workers learnt tools that enabled them to prevent exploitation or abuse.

DNI Costa Rica's advocacy is focused on recognising that young workers who perform domestic work have an active role to play and have the capacity to contribute to their own welfare as well as the welfare of their family, their community and the project. From this point of view, the participation of the beneficiaries was essential throughout the process of the project. It was developed in urban, socially and economically excluded communities and;

³⁷Also, known as adolescents or adolescent workers.

was part of the Programme of Organisation of Children and Young Workers, and also part of a global action articulated by Anti-Slavery International³⁸.

The actions of advocacy were developed by the young workers who participated and were the protagonists of conveying the messages and collating information, raising awareness and carrying out advocacy activities focused towards political arenas such as the Parliament (“Asamblea Legislativa”) and decision makers.

In **Panama, Institute for the Development of Women and Children (IDEMI)** launched a campaign to eliminate child labour in domestic work in third party houses. This was carried out within the framework of the Global Campaign, carried out by Global March covering 3 focus countries, one being Panama.

The project consisted of seeking an impact to improve the living conditions of children and young workers engaged in domestic work, for ensuring that their rights are recognised and exercised. The project involved political advocacy actions to raise awareness on the consequences of the situation of children and young workers engaged in domestic work, to promote elimination of child labour in domestic work, all contributing to the ratification of ILO Convention 189.

The target population of this project came from different backgrounds such as young workers, immigrants from the countryside and indigenous territories³⁹ working in domestic work, night school students, young people, university workers and NGO promoters. The target population also included churches, authorities and academia.

IDEMI implemented the project in Panama under the ambit of the overall objectives of the Global Campaign (mentioned earlier).IDEMI is known for its capacities and experience in mobilising child domestic workers and including them in the different processes and activities related to advocating for their rights. The context of Panama for the development of the project was not very easy, given that the issue of child labour in domestic work was not recognised and was not a part of the public agenda in the country.

³⁸India, Philippines, Tanzania, Togo, Peru and Costa Rica.

³⁹Named “comarcas”



South America:

Peru participated through the Central Organization of Social Studies and Publications (CESIP, by its acronym in Spanish). CESIP is a non-governmental organisation, founded in 1976 that is committed to overcoming personal, institutional and social barriers in order to fully exercise rights of children, adolescents and adult women. Tackling child labour and ensuring children’s right to education have been always priorities of CESIP. To do this, CESIP has been involved in the development of personal and collective capacities, the institutionalisation of mechanisms for promotion and protection of rights, inter-agency coordination and advocacy at local, regional and national levels with promoting the participation of different social actors.

In relation to the issue of children and young workers in domestic work, Peru developed the Inclusive School initiative for children and young workers in domestic work. This good practice contributed to strengthening the role of protection and promotion of rights in 6 (night) public elementary schools in Lima Metropolitana, attended by girls and young workers in situations of child labour in domestic work in private households.

The initiative enabled schools to become dynamic spaces, which also involved local stakeholders. This in turn supported in achieving appropriate responses to the information, training, protection and participation needs of these children and adolescents. It was developed keeping in mind that girls and young children enter domestic work at an early age due to poverty in rural and marginal urban areas, family abuse, parental neglect and deficits in the provision of services in their homes of origin, such as education and health.

Girls and young workers with higher degree of violation of their rights were those working as “live-ins” (i.e. they lived in the homes they worked in, far away from their own families). Most of them attended primary school, but with significant backwardness.



In **Paraguay**, **Fundación DEQUENI** is an institution that raises awareness and promotes solidarity amongst a wide network of individuals, families and disadvantaged communities in the country. Fundación DEQUENI works to protect children in child labour, street children and those at risk. It has an important presence and influence at the National Commission for the Eradication of Child Labour (CONAETI).

Through a small yet focused campaign on the issue of child labour in domestic work in Paraguay implemented with the support of ILO-IPEC, organised towards the World Day Against Child Labour 2013 (June 12) on the theme of “No Child Labour in Domestic Work”, Fundación DEQUENI was able to motivate the involvement of all CONAETI members in this campaign. As a result of this, CONAETI members throughout the recent years have

incorporated commemoration of June 12, World Day Against Child Labour in their institutional agendas, allowing the formalisation of actions on this date every year.

The campaign's central objective was to sensitise and educate the public about the issue of child labour, especially in domestic work and to encourage practices that favour its elimination. CONAETI, through its members carried out the organisation and development of the activities for the commemoration of the World Day. They were directly involved in the development of activities for Fundación DEQUENI - Global Infancia⁴⁰, Direction of Human Rights of the Supreme Court of Justice⁴¹, Central Unitara del Trabajo Auténtico, the Programme "Abrazo" of the National Secretariat of Children and Adolescents⁴² and other members. In addition, children, adolescents/young people and adults from different cities of the countries were also involved.



⁴⁰<http://www.globalinfancia.org.py/>

⁴¹<http://www.pj.gov.py/contenido/135-direccion-de-derechos-humanos/319>

⁴² Programa Abrazo de la Secretaría Nacional de la Niñez y la Adolescencia

CHAPTER 5

COMPILATION OF GOOD PRACTICES FOR ADVOCACY ON CHILD LABOUR IN DOMESTIC WORK

5.1 *Process of Compilation of Good Practices*




In the first instance, the consultant worked with the International Secretariat of Global March to define the scope of the Compilation. This was followed by the preparation of a questionnaire for gathering information on different advocacy initiatives on child labour in domestic work, submitted to the International Secretariat of Global March in New Delhi and IPEC/ILO for review and approval. After finalisation, the questionnaire was sent to Global March member/partner organisations, invited to join this exercise (see Annex I, Chapter 6). Simultaneously, a process of consultation was initiated to collect as much information as possible from participating organisations. All information once received was systematised and analysed.

A set of indicators, identified by Global March were used as criteria for the selection of good practices and analysis of the information relating to the different advocacy initiatives, listed as below (see page 13 of the Compilation):

1. Positive demonstrable and tangible impact
2. Empowerment, participation and inclusivity
3. Efficiency
4. Relevance and pertinence
5. Sustainability
6. Replicability
7. Innovation

Once selected, good practices have been organised into different categories in order to analyse the information, taking into consideration the expected outcome of the advocacy actions (see table below). This has been done because the focus varies from one good practice to another. Further, this shows the interest and the characteristics of the organisation, groups involved (e.g. trade unions, etc.), and the needs in relation to the context where the action is being implemented.

<u>FOCUS OF GOOD PRACTICES</u>	EXPECTED OUTCOMES OF THE ADVOCACY ACTIONS	
<p>SENSITISATION, AWARENESS, AND SOCIAL MOBILISATION: PARAGUAY, PANAMA, INDONESIA, INDIA, PHILIPPINES</p>	 <p>Policy changes</p>	
<p>EDUCATION: PERU and KENYA</p>		<p>Legislation changes</p>
<p>PARTICIPATION AND ORGANISATION OF YOUNG WORKERS FOR ADVOCACY: COSTA RICA and PANAMA</p>		<p>Promotion and protection of human rights and preventing exploitation, abuse and elimination of hazardous labour conditions</p>
<p>CAPACITY BUILDING OF CHILD DOMESTIC WORKERS, LOCAL GROUPS AND COMMUNITY ORGANISATION: GHANA, PHILIPPINES, TOGO, KUDHEIHA</p>		<p>Social mobilisation</p>
<p>LEGAL ACTION:INDIA</p>		

5.2 The Good Practices

This section presents a brief analysis of the good practices under the different categories, based on the focus of each good practice.

SENSITISATION, AWARENESS, AND SOCIAL MOBILISATION

These actions are aimed to bring to the forefront the existence of child labour in domestic work, their working conditions, the existing legislations and the responsibilities for each stakeholder. They have been successful in putting the issue of child labour in domestic work in the political and media agenda and have created adequate country environment to support the ratification of ILO Convention 189 and adopted measures to provide education and comprehensive protection to this group of population.

- **India:**

Bachpan Bachao Andolan (BBA) carried out a national campaign against child labour in domestic work. Under this campaign, 225 Resident Welfare Associations in various localities in New Delhi pledged their support to the campaign. The campaign by BBA in North East India resulted in BBA getting information about the girls who had gone missing from that region. The list helped BBA in strengthening the case of missing children and in developing a link between missing children and child labour in domestic work, since when the girls were located they were mostly found working as domestic workers who had been physically, sexually and financially abused. Under the campaign, law enforcement agencies were also sensitised on the issue of child labour in domestic work. Further, the campaign also created public awareness on the issue. As an outcome of the campaign, the government of Assam took cognisance of the issue of missing children and the High Court of Assam also issued directions on this matter (Also refer to the two-pronged strategy used by BBA under “Legal Action” section).

Thus, the campaign by virtue of highlighting the issue obligated the policy makers to take notice and act on it. The campaign also helped in creating awareness amongst the community members about the issue and made the parents and families of such children more aware. In all their campaigns, BBA involves former child labourers who can relate with the issue and can sensitise the community better using their own experiences.

- **Indonesia:**

In Indonesia, JARAK in collaboration with JALA PRT organised a demonstration before the Parliament Building and a hearing with Legislative Bodies of Parliament on November 26, 2013 to demand for the enactment of pending Domestic Workers Bill and the Ratification of ILO Convention 189. JARAK and JALA PRT also demanded for the prioritisation of the Bill in National Legislation Programme of Parliament in year 2014.

Further, there has been a significant development with regard to ratification of Convention 189 in January 2014, wherein the Minister of Manpower, Mr. Muhaimin Iskandar organised an internal meeting for initiating ratification. The process of ratification and involvement with other ministries (Ministries of Women Empowerment and Child Protection, Foreign Affairs and Law and Human Rights) for the same was discussed. The Labour Ministry decided to work in close collaboration with ILO Jakarta and JARAK/JALA PRT for ratification.

Further, the Ministry of Manpower and Transmigration in collaboration with ILO organised a public discussion about the ratification of ILO Convention 189 on 12 February 2014 and invited related ministries, unions, NGOs, international organisations, media, and others. The Ministry promised to ratify the Convention in 2014. On May Day, JARAK along with JALA PRT and KAPRTBM (National Action for the Protection of Domestic Workers and Migrant Domestic Workers) organised a rally before the Presidential Palace on May Day (1 May 2014) and urged the President to enact the Bill of Domestic Worker and to keep his commitment of ratifying ILO Convention 189 made at the 100th International Labour Conference in Geneva (in 2011). Also, on May Day, JARAK, JALA PRT, and KAPRTBM went to Governor's house of Jakarta to lobby for the regulation of domestic workers and prevent children to work in this sector.

- **Paraguay:**

In the case of Paraguay, Fundación DEQUENI developed the Campaign “No child domestic work by 2013”, to commemorate the World Day Against Child Labour (12 June), which led to placing the subject in the media agenda. At the national level the existence of domestic work performed by children and young workers as well as their working conditions was disclosed through activities of different mass and local media. Responsibilities of the Paraguay government, employers and the society in general were also brought forward through this Campaign.

- **Panama:**

IDEMI of Panama developed the campaign for the elimination of child labour in domestic work in private households (with the support of Global March), which similar to the preceding initiative, was successful in placing a forgotten subject in the public domain and mass media, despite the fact that this is a common reality for many Panamanian children and young workers. With great success, it proposed an approach based on human rights and involved the participation of public and private stakeholders in all activities of the campaign. The actions have gone beyond the campaign and the organisation keeps the topic of children and young workers in domestic work alive, as a part of different agendas in order to make them recognised, included and protected. For example, towards the commemoration of the World Day Against Child Labour 2013, theme of which was child labour in domestic work, IDEMI under the scope of the campaign organised an event that involved children and young people in domestic work in Panama, among other stakeholders. A declaration on education along with charter of demands signed by them was delivered to the Ministry of Labour in favour of ratification of ILO Convention 189.



- **Philippines:**

Visayan Forum mobilised a wide range of civil society organisations to take up the issue of children in domestic work – including educational and religious groups. These partners formed the ‘Convergence Network’ to lobby for ILO Convention 189 and its ratification, which still meets regularly. Partners make referrals to government and each other. One civil society partner has started a telephone hotline for children in domestic work. A university partner has started an ‘Alternative Learning Scheme’, accredited by the Education Department, where children in domestic work can learn vocational and life skills over a period of six months. It has presented the scheme to other universities, which plan to replicate the approach.

- **Togo:**

WAO-Afrique of Togo carried out many awareness activities under the campaign developed on ratification of ILO Convention 189 (with the support of Global March). To commemorate the World Day Against Child Labour (June 12) in 2013, the theme of which was "No to child labour in domestic work", WAO-Afrique, along with the Ministry of Social Action and National Solidarity, the Ministry of Labour, Employment and Social Security, and their partners organised mass mobilisation activities for creating awareness and support for child rights with different religious groups in Lomé. About 5,000 people participated directly in these activities. Indirectly and thanks to the relay of information by both public and private media, it was estimated that more than 15,00,000 persons have been affected by the information.

EDUCATION

Education is used as a tool to prevent and tackle and address child labour in domestic, particularly the work undertaken by children below the stipulated age of employment. Education and advocacy for education is carried out to ensure that children complete minimum years of compulsory education - a key tool in putting an end to the vicious circle of poverty. Therefore, any strategy focused on education is beneficial and relevant since enjoyment and exercise of the right to education is a condition for the enjoyment and exercise of other human rights as well.

Education also creates opportunities for equitable development without discrimination; therefore it is important to provide quality education to this group of children. Having said that, there may be educational models that follow a different classroom schedule for such children, or that incorporate different strategies taking into account some children may be over-aged or important aspects such as supporting them with study skills to enable them to cope better with the challenges of the education system and the existing curricula.

There is a need to ensure that there is support for children and young workers in domestic work or in child labour in general and that they remain in school until their education and/or training process is completed successfully. This also requires working with teachers and the entire educational community.

- **Kenya:**

In the case of Kenya, KUDHEIHA Workers also worked in the field of education, using it as a strategy to combat child labour, along with a sensitisation element centred on the importance and value of education for children. They also contributed towards the improvement in the school infrastructure by involving and mobilising different community actors.

This has been achieved through working within the framework of the Child Labour Committees, established in 15 districts of Kenya.

- **Peru:**

CESIP Peru undertakes excellent work in this field. Through its programme on Inclusive School for Children and Young Workers⁴³ in Domestic Work, CESIP successfully achieved the development and validation of a model of inclusive schools to be implemented in night schools with training, methodological and organisational resources to promote and defend the rights of the children and young workers in domestic work, which is replicable at other schools for basic education alternatives (Educación Básica Alternativa/EBA schools).

Also, they implemented mechanisms for prevention of risk situations; and promotion, protection, and realisation of rights, thus generating a favourable environment for the exercise of rights of the beneficiaries. Strategies such as i) sensitisation on right to education, ii) inclusive schools, iii) socio-affective spaces/measures, and iv) promoting

⁴³ Adolescents

protection and monitoring of rights of children in domestic work in different networks, were also developed.

PARTICIPATION AND ORGANISATION OF YOUNG WORKERS FOR ADVOCACY

The participation of children and young workers without any discrimination is imperative in the actions and programmes carried out and promoted by organisations and institutions, which are engaged in protecting and realising their rights. Their recognition as a subject of rights and as key relevant actors and stakeholders in the struggle for their rights and welfare helps to make them visible, their voices heard and opinions taken into account.

There have been many efforts to promote participation as a principle, as a right and as a process. However, the challenge has always been to ensure that it is a child friendly process, not driven purely from an adult perspective.

- **Costa Rica:**

The initiative promoted by DNI Costa Rica through its programme *Interacting: "for a better scenario"* (young workers in domestic work, as agents of change), is a proof that it is possible to generate real participation and that young workers have enormous capacities and capabilities to build conditions even in adverse situations, so that they can participate, organise and achieve changes that have a positive impact not only to their immediate circumstances and realities, but also for others just like them.

The advocacy organisation committees formed by young workers allowed children and young workers in domestic work in their own houses or in third party houses, to fight for the protection of their human rights, demanding better working conditions and quality education.

Play techniques (e.g. – sports, games, theatre, etc.), spaces for reflection, debates, school support, and elaboration of proposals are part of the tools used with this population. Their presence, voice and proposals crossed the borders of their communities and reached other countries as well, as the ILO Conference during the discussion for the adoption of ILO Convention 189.

- **Panama:**

The campaign undertaken by IDEMI in Panama for the elimination of child labour in domestic work covered 4 provinces of the country, particularly those where decision makers were concentrated. The interesting aspect of the campaign is that the advocates were the child domestic workers themselves. Through participation in workshops and other activities they prepared themselves to advocate for their rights, including for the ratification of the ILO Convention 189.

- **Togo:**

The campaign undertaken by WAO-Afrique in Togo for action against child labour in domestic work and ratification of ILO Convention 189 have included the participation of children and youth in its different activities.

Using the occasion of the International Day of Human Rights, WAO-Afrique and its partners carried out advocacy and community mobilisation activities in Lomé and Adomi-Abra (a village, more than 260Km away of Lomé) involving children and youth. The focus was on raising awareness on the need to fight against child labour in domestic work (those below 15 years) and protecting children above 15 years in domestic work.

In Adomi-Abra, an awareness march/procession throughout the village was carried out with drums and chants on the issue of child labour in domestic work. Inviting the interest of village population, many joined the march/procession.

In Lomé, a session under the supervision of the members of the Child Domestic Workers Advisory Council was organised with participation of over 300 people consisting of children, youth and adults. The session involved testimonials by child labourers in domestic work and a skit also on the issue.



STRENGTHENING OF CAPACITIES OF CHILD DOMESTIC WORKERS, LOCAL GROUPS, COMMUNITY ORGANISATIONS

A step towards the elimination of child labour and protecting young workers includes ensuring access to good quality education and retention of these children in educational systems, the States acting on their responsibility as guarantors of human rights, enactment and implementation of regulations and policies by countries for protecting the rights of such children, and putting in place a strong social protection mechanism supporting families to

keep children out of work. All of this is not a simple task that can be accomplished by only one organisation or union. Rather it requires the participation of many stakeholders, particularly community stakeholders, families, social organisations and institutions.

Thus, disseminating information, creating awareness and strengthening the capacities of the different stakeholders is central, taking into account each situation - particularities of the issue (social, political and economic context) and roles of different stakeholders. The involvement of grassroots stakeholders and community organisations guarantee that there will be more allies and that detection and watchdog networks will be created against any violation and exploitative situations, which can organize themselves for a common objective-promoting and protecting the rights of children and young workers in domestic work.

- **Ghana:**

GAWU has carried out an impressive social mobilisation and call of the community stakeholders through their programme “Child Domestic Work in the Vudu Shrine, in the Volta region in Ghana”. Through a process of persuasion and involvement, community stakeholders have contributed to the creation of child labour free zones, which have allowed children and young workers engaged in exploitative work under extremely risky conditions, to leave and to attend school.

GAWU takes on the role of coordination and harmonisation of programmes and activities in the child labour free zones. The Community Child Protection Committee (CCPCs) and District Child Protection Committee (DCPCs) with representation from the GAWU local unions act as an operational sub-committee for coordinating implementation at community and district levels. This sub-committee provides technical direction to support the district assemblies, communities and bridge schools.

- **Philippines:**

Visayan Forum (VF) through its Kasambahay Programme (Domestic Workers Programme), was able to achieve, with the strengthening of its organisational processes, an increase in the responsiveness of organizations to the needs of child labourers and young workers in domestic work. It managed to have their voices heard and taken into account. These actions also favoured a more enabling environment for ratification of ILO Convention 189.

VF convened three national summits (one prior to this programme) to agree a concerted approach to the 2010 and 2011 ILO Conferences on Decent Work for Domestic Workers. The summits brought together the official “tripartite partners” (Government, Trade Unions and Employers of the ILO) along with civil society members and adult and young domestic workers. These summits resulted in formation of a technical working group (comprising government, VF, SUMAPI for collaboration towards ratification of ILO Convention 189); submission of a joint response at 2011 ILO Conference (the only country to do this); and in the Philippines Government playing a leading role in the Conferences.

VF and its partners advocated strongly for ratification of ILO Convention 189 and for the safe passage of the Domestic Workers Bill. 10,000 people joined the Freedom Walk and SUMAPI spoke at the national radio as well. As a result of these efforts, the Department of Labour

and Employment, known to be the toughest stakeholder, took the Bill to Congress of Philippines, where it was unanimously passed in September 2012.

- **Kenya:**

KUDHEIHA Workers was able to involve a wide spectrum of actors in 15 districts in Kenya, across different sections of society, from pastors to businessmen to politicians to parents, mobilising all of them to speak out and take action against child labour.



- **Togo:**

WAO-Afrique has established a Reflection Group for taking actions in favour of children and young workers in domestic work and in situations of mobility (or trafficking). This is an extraordinary tool to facilitate mobilisation at community level. Involving diverse stakeholders (children, government authorities, civil society, trade unions, religious groups, etc.), the Group conducts discussions on the issues related to domestic work and presents recommendations to decision makers.

Some of the activities of the Reflection Group have been placement of informative panels at bus stations and markets with key messages on the issue of child trafficking. The purpose of these panels is to facilitate the intervention, collaboration and alerts on the cases of children at risk of trafficking.

This Reflection Group is growing gradually and is gaining major presence at the national level. It has gained strength and has been consolidated by achieving important changes and demanding the fulfillment of commitments, policies and programmes taken on by the State and the implementation of the existing regulations.

LEGAL ACTION

When the work performed by children and young workers is carried out under risky, exploitative and hazardous situations, or forms similar to modern day slavery it leads to violation of their human rights, may affect their dignity, integrity and their overall wellbeing. As a response to this, many organisations use a combination of measures such as legal action and rescue operations, both being interrelated.

- **India:**

While carrying out rescue operations for child labour in domestic work, two facts came out very strongly. Firstly, that there is involvement of placement agencies in trafficking, abuse and exploitation of girls for domestic work, and, secondly that large number of girls who have gone missing had been engaged in child labour in domestic work. Responding to these revelations, BBA used its two-pronged strategy of rescuing these girls and filing complaints against placement agencies (as mentioned earlier), along with lobbying with policy makers for bringing a law and policy to regulate the placement agencies.

In this direction BBA filed a complaint with National Human Rights Commission (NHRC). In November 2011, BBA and NHRC conducted a rescue operation of girls from placement agencies, where the NHRC team seized documents to build a case for issuing directions to the Government for regulation of placement agencies. Meanwhile, BBA continued its lobbying activities with the Labour Department. BBA also filed a Public Interest Litigation (PIL) in the High Court of Delhi for regulation of placement agencies and for enactment of a law for the same. BBA also filed a PIL on the issue of missing children in the Supreme Court of India in which all the data collected was brought into use and in May 2013 the Supreme Court passed a landmark judgement, which made it mandatory for filing First Information Report (FIR) by police in all the cases of missing children.

The Justice Verma Committee, setup in December 2012 by the Government of India to address the issue of rising cases of violence against women, invited BBA in January (2013) to review the Criminal Procedure Code. For this BBA presented the case of trafficked victim of child labour in domestic work who had suffered sexual abuse. The girl's testimony made the Committee realize that children trafficked for child labour in domestic work are also used for sexual exploitation. BBA also made few suggestions to the Committee, the most important one being to consider "trafficking" as a criminal offence. This recommendation was accepted, and in March 2013, "trafficking" was recognised as a criminal offence in the Indian legal system.

BBA has been involved in training of the law enforcement agencies (LEAs), judiciary, Child Welfare Committees (CWCs) and other NGOs. BBA is a regular resource agency for the Central Bureau of Investigation⁴⁴ Academy for training police officers on the issue of trafficking and child labour. It is also a resource agency for Police Training Academies of

⁴⁴The Central Bureau of Investigation (CBI) is the foremost investigating police agency in India, an elite force which plays a role in public life and ensuring the health of the national economy. It is under the jurisdiction of the Government of India.

various states in India, and judicial officers all over country. Further, it has been instrumental in training the officials of Labour Department.

These trainings not only impart knowledge to officials, but also sensitise them. Officials have been seen to become more aware, particularly about the issues and problems that victims face or undergo. For LEAs this sensitisation has resulted in taking a quick and prompt action on complaints filed.

5.3 Scope of Good Practices

Good practices emerge only after comparison across multiple settings. This is extremely helpful for policy level interventions. A key aspect is that a good practice is something that actually has been tried and shown to work as distinct from what may be a potentially good idea. Different criteria are used by the organisations under diverse circumstances to establish “good practices”. Below mentioned are the criteria used for establishing “Good Practice for Advocacy on Child Labour in Domestic Work”. These criteria also highlight the scope of the good practices.

1. Positive demonstrable and tangible impact:

Considerable positive changes were seen after the adoption of good practices by respective organisations. Below are a few:

- Issue of child labour and young workers in domestic work became more visible and recognised;
- Communities were sensitised;
- Involvement of stakeholders increased;
- Infrastructure at schools improved;
- Teachers were trained;
- Geographic areas with no child labour were created;
- Materials and broadcast messages on the issue were developed;
- Child labourers and young workers in domestic work returned to schools;
- Victims were rescued and rehabilitated (i.e. assisted through provision of better opportunities for their comprehensive development). Offenders and exploiters were prosecuted.

BBA, India	<p>BBA started receiving information from people. Police became more sensitive towards the issue and became aware about the procedures. Legal deterrent has been created against the offenders, traffickers and placement agency owners that will prevent trafficking of children for domestic work from the source areas in the future.</p> <p>“Trafficking” has been recognised as under Indian Penal Code.</p>
-------------------	---

CESIP, Peru	350 girls and young workers in domestic work had access to school and 90% of them stayed in school. Each year improvement was seen in the school performance of the 80 girls and young workers, 172 girls and young workers achieved personal skills and were involved in participatory processes, 9% of the working girls were removed from domestic work, 12 young workers reduced their working hours (to at least 25% working hours per week) or stopped carrying out hazardous activities (6% of young workers)
DNI Costa Rica	The work done for the protection of the child domestic workers is visible in policies, legislation and media agenda. Ratification of Convention 189, community sensitisation and empowerment are also some achievements. Formation of young worker committees ⁴⁵ with advocacy skills imparted to more than 104 young domestic workers.
Fundación DEQUENI, Paraguay	Campaign's message of addressing child labour in domestic work had a national impact. It is estimated that more than 400,000 people were reached and sensitised on the issue through mass media (TV, radio and print media) and had access to information through the traditional media and social networks of organisations involved.
GAWU, Ghana	Two new child labour free geographical zones were created, 30 Community Public Address systems, 18 child labour focal persons of the TUC (Trade Union Congress) National Unions trained, District Council linked to Community Local Unions and Committees working together with District Protection Committees
IDEMI, Panama	Through, its national campaign and project, IDEMI was able to place the issue of child labour in domestic work in the public agenda. Important stakeholders were sensitised and mobilised: universities were sensitised, 2 groups of young workers were organised, trade union leaders from the National Workers Council of Panama expressed their commitments to support domestic workers and to sensitise them on ILO Convention 189.
JARAK, Indonesia	National coverage of the campaign. Policy and legal negotiations were achieved. Provision on prohibition of child labour in domestic work included in Domestic Workers Bill.
KUDHEIHA, Kenya	90 girls and boys engaged in domestic work were reached and withdrawn from work
Visayan Forum, Philippines	Mobilised a wide range of civil society organisations to take up the issue of child domestic workers – including religious and educational groups. Advocacy contributed to adoption of ILO Convention 189 and its ratification by Philippines

⁴⁵Also called adolescent committees

WAO-Afrique, Togo	Over 15,00,000 reached and sensitised. Changes achieved in policies in relation to child domestic workers and, discussions opened for the ratification of ILO Convention 189
--------------------------	--

2. Empowerment, participation and inclusivity:

The good practices empowered child labourers with better educational conditions and young workers with greater clarity about their labour rights, human rights, labour laws, and opportunities to continue their education and be trained in many subjects and strategies for advocacy. The good practices will further strengthen their capacity to exercise the rights to participate in schools and in their communities and equip them with increased knowledge about their labour rights, this would enable them to enter into a dialogue or negotiate with their employers.

BBA, India	Children rescued from child labour in domestic work participated in the national campaign on the issue. A girl rescued from child labour in domestic work, suffering sexual abuse, deposed before the Justice Verma Committee
CESIP, Peru	A participatory process in schools including the educational community improved not only the capacities of girls and young workers but also their school life.
DNI Costa Rica	Young workers led the activities and promoted involvement of other children, young workers and stakeholders in their communities.
GAWU, Ghana	Involvement of different actors and children in the communities
IDEMI, Panama	Involvement of child domestic workers in all the process of the campaign and participation of other stakeholders
KUDHEIHA, Kenya	Strengthening formal and non-formal education systems that enable working children and those at risk to attend school and provide data on enrolment, transition and completion of school programmes.
VISAYAN FORUM, Philippines	Advisory Committees run by domestic workers themselves function independently in addition to working with SUMAPI chapters (regional domestic worker's groups). VF set up six strengthened CDW Advisory Committees during the programme. It gave them grants for their work and three Committees have now registered independently with the local government and are applying for their own funding
WAO-Afrique, Togo	Children and young workers in domestic workers engaged in sensitisation and advocacy activities. One child domestic worker representative is part of the Reflection Group.

3. Efficiency:

The projects demonstrated that through multiple actions it is possible to positively affect the lives of children and young workers in domestic work, promoting their retention or return to education, respect of human rights, creating changes in their families with respect to the perception towards children's work, all of which reduces their exposure to labour and sexual abuse situations. Similarly, the projects triggered processes of participation and collective reflection that brought the formulation and implementation of proposals in the different areas of activity, contributing to improvement in the exercise of the rights of children and young workers.

The economic resources behind all good practices were unequivocal and the duration of the initiatives also varied from one to another. However, resources were used efficiently with strategic investment for direct work with the target groups and their communities. The activities were carried out in full and in a timely manner according to the reports available.

BBA, India	<p>People began filing complaints, which demonstrates their willingness to come forward on this issue.</p> <p>Issue of hidden child labour in domestic work has been highlighted. The Police have started taking up cases and carrying out proper investigations.</p> <p>BBA has been successful in taking legal action to ensure back wages and compensation for children rescued from domestic work and in getting traffickers/employers prosecuted.</p>
CESIP, Peru	<p>The experience triggered processes of participation, collective reflection sessions that resulted in formulation and implementation of proposal in 6 night schools, for supporting the rights of girls and young domestic workers.</p> <p>All the activities were developed as per agreed timetable.</p>
DNI Costa Rica	<p>The project demonstrated that through the development of multiple interrelated actions, it is possible to positively impact the life of young workers, promoting their rights, the permanence or return to the schooling system, and generating changes and behaviours in their families, communities and institutions, reducing exploitation and abuse. At the same time imparting skills and building capacities of young workers to be leaders and advocates.</p>
FUNDACION DEQUENI, Paraguay	<p>The effective articulation, coordination with all the CONAETI members supported in the development of the campaign. The efficiency came about as a result of consolidation of the Office of CONAETI and strengthening of social dialogue and contribution of funding by member organisations involved.</p>
IDEMI, Panama	<p>The campaign was able to achieve the objectives despite being developed and launched amidst the national Presidential election campaign. It was effective as today in Panama, child domestic work is</p>

	acknowledged and is no longer considered an invisible issue.
Visayan Forum, Philippines	<p>Policy advocacy for ILO Convention 189 provided much needed push for the passage of the national law. This bill has been languishing in Congress for the past decade.</p> <p>VF also reached out to child domestic workers in schools, training 100 CDW advocates about their rights and how to respond to reported cases; in churches (working with 250 leaders) and in communities. Children’s participation also resulted in the creation of three new registered CDW organisations – an unintended impact of the programme. It has not only achieved intended changes at policy level but the Philippines Government has now taken on the lead role in protecting the rights of children in domestic work.</p>
WAO-Afrique, Togo	45 child domestic workers were rescued as a result of the informative panels placed by the Reflection Group.

4. Relevance and pertinence:

The domestic work undertaken by children and young workers is usually not very visible due to its nature. It is undervalued and carried out in private households. These characteristics make this population vulnerable to abuses and exploitation. The isolation suffered by these underage children makes them ignorant of their rights. The various actions proposed in the 10 good practices make the action relevant and the proposals necessary. They help to convert the community and the school into inclusive spaces that offer better opportunities, and safe and protective places for children.

BBA, India	People in the source areas, whose children have been missing for some time, had lost all hopes of getting them back. However, now they have become positive and are hopeful again of meeting their children. LEAs have become sensitive to the issue of missing children and victims have started receiving compensation. Offenders are being prosecuted which creates deterrence for traffickers.
CESIP, Peru	Night Public Schools become an inclusive space and a secure place for child domestic workers. The proposal provides a response to the situations of vulnerabilities, risks and violation of human rights of the working girls and young workers in school.
FUNDACION DEQUENI, Paraguay	Each year the campaign is taken under the consideration of CONAETI. In 2013 the campaign focussed on the issue of child labour in domestic work, which received much media attention.
GAWU, Ghana	The efforts made by the key stakeholders and the establishment of geographical zones with no child labour helps to give priority to the overall issue of child labour and in particular, child labour in domestic works.
IDEMI, Panama	The campaign helped in giving visibility to an otherwise invisible issue of child labour in domestic work. The process encouraged more open discussions on the issue to find some common solutions.

KUDHEIHA, Kenya	Most Kenyan families take child labour for granted. Thus, awareness raising activities on the worst forms of domestic work performed by children and young workers, carried out proved to be effective.
VISAYAN FORUM, Philippines	Impact on CDWs' own lives: The programme-helped participants improve their safety, education, acceptance in society and in some cases, their working conditions. Partners have increased raid and rescue of reported cases of abused CDWs. The new laws are also in line with the existing laws to improve outdated laws. Together with other new laws, protection measures at national level are expected to increase. An anti-trafficking law in 2003 brings CDW on the agenda; the Child Labour Law 2004 identifies it as hazardous and sets 15 years as minimum working age. Government was anxious not to alienate employers or damage their place in the labour market as 40% of Gross National Product (GNP) comes from service workers' remittances. VF's role in bringing consensus among all the groups and giving government a lead role fitted well.
WAO-Afrique, Togo	"Green Line (1011)" is a hotline number for protection of children and their rights. Its inclusion on the informative panels placed at bus stations and markets helps in reaching out to many people, especially children. The Green Line can go even in the interior of the country, which is very important as it provides the notion of presence and proximity of the Reflection Group.

5. Sustainability:

The projects were able to create their own mechanisms and dynamics within different development spaces, by involving key stakeholders including children and young people engaged in domestic work. They developed tools and various materials that have been broadly disseminated. The establishment of strategic alliances has enabled to go further and achieve other complementary actions that ensure the continuity of some processes.

BBA, India	Protection of children in domestic work is the primary responsibility of LEAs. However, they were not sensitive enough about this issue earlier, which created a gap between a victim's family and a LEA officer. As families were not approaching the LEAs, the law enforcement agencies were not taking up the cases. But the project has been able to bridge the gap, which has a powerful and sustainable impact.
CESIP, Peru	The initiative established a model of intervention based on the school specific dynamics and mechanisms of Alternative Basic Education while responding to the mandate of the general law of education. As a result, it guarantees the long-term availability of materials and other resources in the schools selected.

DNI Costa Rica	The young domestic workers were groomed to display leadership qualities. They also showed their interest and availability to continue working with their peers. The project also identified different materials and tools to continue raising awareness on the issue, dissemination of information and social mobilisation of different actors.
FUNDACION DEQUENI, Paraguay	CONAETI institutions in the previous years have incorporated June 12 th - World Day Against Child Labour in their agenda and this facilitates the running of the campaign every year.
GAWU, Ghana	The concept of creating geographical areas free of child labour is being adopted slowly and the creation of such areas in three districts of Volta and Eastern region of Ghana is starting to create impact for short, medium and the long term.
IDEMI, Panama	The effects achieved through the project are sustainable because of awareness created leading to acknowledgment of child labour in domestic work in Panama.
JARAK, Indonesia	The articulation with the different key stakeholders in the campaign guaranteed not only the impact in a short term, but also contributed to creating conditions to run a campaign every year and to raise voice on behalf of child domestic labourers and related trafficking issues.
KUDHEIHA, Kenya	The activities of building capacity of union officials members, branch officials and other stakeholders, will support in addressing the issue beyond the life of the project.
VISAYAN FORUM, Philippines	The ratification of the ILO Convention 189 increased attention to domestic work and provided a unifying framework for identifying priorities. National and local changes provide an environment in which governments can be held accountable more readily. In the Philippines, the government has now taken the lead on the issue of CDWs, ratified the Convention, passed the National Domestic Workers Act and there is also some local level implementation.
WAO-Afrique, Togo	Due to the unique and simple approach of placement of informative panels by the Reflection Group, monitoring and alerting of (trafficking) cases are being taken up by the communities, children and young workers themselves.

6. Replicability:

The experiences have been replicated at different times in the countries and communities. The work methodologies were validated and consolidated as learned lessons. They are models that can be adapted to other contexts.

BBA, India	BBA project created a model that has also enabled other NGOs to approach the LEAs.
CESIP, Peru	The experience has already been replicated in different CESIP interventions and Schools. The methodology was validated along with tools and manuals.
DNI Costa Rica	The project was developed in two communities and was adapted to the characteristics of the committees of young workers. The proposal has the flexibility for replications with other groups and in different territories. Although the project was directly implemented in two communities; the work, awareness raising, training and other actions were developed and impacted different parts of the country.
FUNDACION DEQUENI, Paraguay	It was able to replicate the action through the participation of public and social sector. The business sector is starting to take part in the actions against child labour and has committed to promote the message of the campaign in their supply chain.
GAWU, Ghana	Work done by GAWU is expected to be replicated in the 30 communities selected for national impact. Model of creating geographical areas with no child labour are already being established in other African Countries.
IDEMI, Panama	The outcomes of the project are replicated as a result of the sensitisation of the different institutions actors and implementers involved.
VISAYAN FORUM, Philippines	Local government councils have set up domestic work desks with an allocated budget to register child domestic workers and uphold their rights by making sure that they have access to health insurance, social services, a minimum wage, education or training and protection. CSO partners working with CDWs also register with the desks to promote coordination and avoid duplication. Mechanisms for implementing law locally, work well with city councils having set up Help Desks with services for domestic workers and CDWs. The labour department created a new protocol on the rescue and rehabilitation of abused domestic workers. The government has also started consulting local stakeholders in determining the mandated minimum wage.

7. Innovation:

With regards to innovation in the participation and organisation of children and young workers in domestic work: they themselves are the principal innovators since the entire work strategy is based on making these underage people the actors that promote and propose changes and they are the ones who directly undertake advocacy actions in communities and at national levels accompanied by facilitators of the organisations. On the other hand in communities and organisational processes, innovative and articulate ways were used to involve different stakeholders like Reflection Group as well as schools that achieved important changes for children and young people in domestic work.

BBA, India	The criteria of innovation were fulfilled as complaints regarding domestic work were now received and this was not happening earlier because people abstained from coming forward. BBA was able to create a network in source areas of trafficking and receive information against employers and placement agencies.
CESIP, Peru	In EBA schools there is no such similar initiative relating to girls and young domestic workers. In a majority of the schools, EBA does not take a promotion and protection role. This experience constitutes the first step through the adoption of an inclusive model of schools that respond to the needs, conditions and diversity of the students.
DNI Costa Rica	It is innovative as the proposal focuses on the strengthening and active participation of young domestic workers in the advocacy actions through the establishment of committees of young workers for engagement of children in domestic work.
FUNDACION DEQUENI, Paraguay	Innovative as in Paraguay, child labour in domestic work (“criadazgo”) is not recognised and is culturally accepted. So the yearly campaign helps to bring attention to the issue, recognise its existence and to provide solutions.
GAWU, Ghana	Creating geographical areas free of child labour is a concept and a proposal that starts to show the effectiveness of its innovative approach based in the community capacities and includes the issue of child labour.
IDEMI, Panama	The approach of the project was innovative in the Panama context with the active participation of children and young workers in domestic work in all the components of the project.
JARAK, Indonesia	The innovative way of social mobilisation has created expectation and produced successful results.
VISAYAN FORUM, Philippines	Visayan Forum Advisory Committees used an online platform for updates and to keep former CDWs involved in advocacy. Teachers, who are also CDW employers, often can provide a useful way to contact employers. Visayan Forum also enlisted faith-based organisations and churches as key allies and started to target homeowners’ associations.
WAO-Afrique, Togo	Apart from the hotline number on children’s protection, informative panels placed in different parts of the territory served as effective communication channels. Also, sensitisation of religious groups on World Day Against Child Labour is an innovative way of building mass awareness and making religious groups an ally in the campaign against child labour

5.4. Conclusions and Recommendations

This Compilation of good practices on advocacy brings forth many essential tools, ideas, and approaches that can support the elimination of child labour and protection of young workers in domestic work. These include involving children themselves and engaging with diverse stakeholders at local and national level, state and non-state actors. Also included is the importance of capacity building of stakeholders to sustain results beyond the project/intervention. Using important days such as International Human Rights Day, World Day Against Child Labour, etc., for mass awareness also proved to be an important tool to sensitise common people. All tools, ideas and approaches used helped in social mobilisation, awareness raising, making policy and legal changes for recognition and acceptance of the rights of children engaged in domestic work, i.e. protecting them from abuse and exploitation.

Child labour in domestic work is a pervasive and significant issue affecting 11.5 million children. Complete elimination of child labour in domestic work will require long-term action plan, holistic strategy, effective laws adequately resourced and implemented together with social and political will. Most importantly, it will require continuous advocacy by civil society and trade unions for ratification of ILO Convention 189, domestication in national legal, policy and institutional frameworks and monitoring of commitments made. Good practices covered in this Compilation provide advocacy interventions/actions that civil society and trade unions can adopt, replicate or scaled-up as per their respective contexts. These good practices can provide a starting as well as a reference point to end this social evil of children's exploitation in domestic work.

In conclusion, below are some recommendations for ending child labour and protecting young workers in domestic work:

- **Binding international convention and effective laws and policies**

To eliminate child labour in domestic work, countries must aim to accelerate the ratification of ILO Convention 189. Many countries don't cover domestic workers in their national laws and policies. Ratification by countries will pave the way to address this gap, including ensuring the protection of children in domestic work.

- **Raising awareness on the issue**

Since child labour in domestic work takes place in private households, behind closed doors, it remains 'invisible'. There is also widespread acceptance also for this type of child labour, with the perceived notion of it being safe especially for girls. Given both these aspects, there is an immediate need of raising awareness on the issue, organising campaigns and strengthening capacities of the different stakeholders.

- **Providing good quality public education**

Children below the permissible age of employment should be in school and get equal opportunities for psychosocial, physical, and mental development. Thus, countries should implement and resource their national legislations/policies on right to education.

Children who leave the education system at an early age should be provided with some alternative training and education programmes. Many schools are however not inclusive and

there are still challenges to guarantee accessibility and quality of education. Therefore, well-equipped educational systems need to be implemented.



- **Protection from violence and abuse**

Children in domestic work perform work under risky and inhumane conditions. They are often abused and become victims of violence, and hence it is essential to ensure the protection of such children from any kind of verbal or physical abuse. There should be active prosecution against the abusive employers and thorough investigation of the reported cases. Further, a complaint mechanism for children abused and exploited in domestic work can prove to be very effective.

- **Working conditions**

The work performed in domestic work can have a negative impact on the overall development of the children involved in domestic work. Domestic work generally requires carrying out simultaneous activities, which increase the risk of accidents. It is important that the children have accessibility to their rights. Young workers who are above the minimum age could be allowed to work, provided their work is regulated, performed under certain conditions and criteria that do not affect their development.



CHAPTER 6

ANNEXES

Annex I: GENERAL QUESTIONNAIRE ON GOOD PRACTICES CHILD LABOUR IN DOMESTIC WORK

1. Name of Organisation
2. Country where the initiative is located
3. Person answering the questionnaire (Name & Designation)
4. Address of the organisation
5. Telephone, fax and email of the organisation and person completing the questionnaire
6. Website with information about the initiative
7. Name of initiative
8. Features of the initiative (in not more than 200 words)
9. Is the initiative part of a larger project or programme? (Yes/No)
10. If the answer to Question 9 is Yes, provide information on the project or programme that includes the initiative (in not more than 250 words)
11. Geographic coverage of the initiative (country, city, district / area/region)
12. Name of the institution that provides funds to the initiative including for its implementation
13. Type of institution that provides funding for the initiative
 - Multilateral institution (e.g. UN)
 - Bilateral institution (e.g. USAID)
 - National government
 - Local Government
 - Foundation
 - NGOs
 - Private enterprise
 - Other. Please specify _____

14. Implementing partner/s of the initiative

- Multilateral institution (e.g. UN)
- Bilateral institution (e.g. USAID)
- National government
- Local Government
- Foundation
- NGOs
- Private enterprise
- Other

Indicate the name of the institution that implements the initiative _____

15. Duration (number of months/years) and period of implementation (dates)

16. Budget required to carry out the initiative throughout its duration (in USD)

17. Objectives of the initiative (in not more than 150 words)

18. Please indicate which is the focus of the action:

- Public outreach/Awareness raising/sensitisation
- Changing attitudes /cultural practices
- Legal Action
- Legislative and Policy Changes (Advocacy and Lobby)
- Promotion and Protection of Human Rights
- Advocacy for improvement of service delivery
- Capacity building of community groups and leaders/civil society/government
- Strengthening/building networks/coalitions
- Any other, please specify _____

19. Methodology and strategy of the initiative (in not more than 300 words)

20. Target Population

20.1 Number: _____

20.2 Gender disaggregation (percentage or number of females): _____

20.3 Age division (between 5-11 years, 12-17 years, 18-24 years, above 24 years):

21. Characteristics of Target Group, i.e., brief socio-economic profile (in not more than 150 words)

22. Level of the implementation of the initiative

- Local
- National
- Regional

23. Groups / stakeholders involved as partners, alliances, coalitions, etc

23.1 Number _____

23.2 Features of the groups/stakeholders involved (public officers / trade unions/domestic workers organisations/children or youth groups/NGOs/community based organisations/employers organisations, faith groups, mass media, etc): _____

24. Provide a brief description of the monitoring and evaluation plan of the initiative (in not more than 250 words)

25. What have been the results of the initiative in terms of? Please quantify as far as possible.

25.1 Impact (in not more than 100 words)

25.2 Output (in not more than 100 words)

25.3 Effectiveness (in not more than 100 words)

25.4. Efficiency: ie to put the results in terms of the costs/investment made (in no more than 100 words)

25.5 Relevance (in not more than 100 words)

25.6 Sustainability (in not more than 100 words)

25.7 Replicability (in not more than 100 words)

25.8 Innovation (in not more than 100 words)

25.9 How Child Participation was promoted?

26. Any other matter. Please provide supporting documents

Thank you for your kind collaboration!

Annex II : CONTACTS OF PARTICIPATING ORGANISATIONS

ASSOCIATION FOR VOLUNTARY ACTION (BACHPAN BACHAO ANDOLAN)

India

Swati Jha, Project Coordinator

Tel.: 91 11 49211111, 26224899

Fax: 91 1149211138

www.bba.org.in

Email: info@bba.org.in

CENTRE OF SOCIAL STUDIES AND PUBLICATIONS - CESIP

Perú

Ana María Miranda Prieto, Project Officer

Jr. Coronel Zegarra 722

Lima 11, Perú

Tel: 0051-1-4713410

Fax: 00501-1-4702489

www.cesip.org.pe

Email: postmast@cesip.org.pe

DEFENCE FOR CHILDREN INTERNATIONAL, DCI COSTA RICA

COSTA RICA

Karin van Wijk, General Coordinator

San Blas, Moravia, San José

Tel.: 00506 – 22369134 / 22972885

Fax: 00506 – 22365207

www.dnicostarica.org

Email: secretaria@dnicostarica.org / coordinaciongeneral@dnicostarica.org

FUNDACION DEQUENI

Paraguay

Andreza Ortigoza, Executive Director

Ruta Mariscal Estigarrita N° 1.757 km 9 Fernando de la Mora, Paraguay

Tel.: 595601

www.dequeni.org.py

Email: aortigoza@dequeni.org.py

GENERAL AGRICULTURAL WORKER'S UNION (GAWU)

Ghana

Andrews Addoquaye Tagoe, Anglo Africa Regional Coordinator GMACL

5th Floor Hall of Trade Unions, P. O. BOX 701 Accra, Ghana

Tel.: 00233 302 665514 / 002233 244 985 598

Email: gawughanatuc@yahoo.com / cynaat25@yahoo.com

INSTITUTE OF WOMEN AND CHILDREN – IDEMI

Panama

Bertha Vargas, Executive Director

Edificio Universal, Departamento 103, Calle 57 Obarrio, Panamá

Tel.: 00507 – 3941253 / 00507- 3941254

www.idemipanama.org

Email: info@idemipanama.org

JARAK (NGO NETWORK FOR THE ELIMINATION OF CHILD LABOUR)

Indonesia

Aida Milasari (Manager of the Division of Working Children in domestic work)

Kalibata Utara 1, No.32, Pancoran, Jakarta Selatan (South Jakarta),

Postal Code. 17240

Telp: + 62.21.799 7037

Fax + 62.21. 799 7037

Email: jarak_sekretariat@yahoo.com, aidamilasari@yahoo.com

KUDHEIHA WORKERS

Kenya

Albert Njeru – Secretary General

41763 – 0-100 Nairobi, Kenya

Tel.: (020)2241509, 254713464006

Fax: 2212643

Email: info@kudheiha.org/info@kudehiha.go.ke

www.kudheiha.org

VISAYAM FORUM

Philippines

Roland Pacis, Trustee

Nº 18 12th Street Brgy Socorro Cubao Quezon City, Philippines 1009

Tel.: 637090711 loc 101

www.visayanforum.org

Email: rpacis@visayanforum.org

WAO-AFRIQUE

Togo

Cléophas Mally, Director

Rue des Frères Franscains, BP 80242, Lomé – Togo

Tel.: 22822258990

Fax: 2228222573

www.waoafrique.tg

Email: waoafrique@cafe.tg



GLOBAL MARCH

Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants

Global March Against Child Labour
Kneuterdijk 8, 2514 EN,
The Hague, Netherlands

International Secretariat
L-6, Kalkaji, New Delhi-110 019, India

E: info@globalmarch.org
T: +91 11 4921 1111-12