

MANY HANDS MAKE LIGHT WORK: ELIMINATING SLAVERY IN CHILD DOMESTIC WORK IN GHANA AND TANZANIA

End of Project Evaluation

Final Report

January 2024

Commissioned by



Funded by



Norad

SUBMISSION LETTER

Final Report is Submitted by:

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Dear Madam, Sir, and the ASI Team,

We would like to extend our sincere gratitude and appreciation for the time you have provided us to work on the comments of a draft report for an end of project evaluation of “Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work” in Ghana and Tanzania.

We are pleased to submit a final evaluation report against the consultancy services provided and look forward to finalising our engagement in this assignment as per our signed contract.

Sincerely,



Charles Barnabas
Managing Director

22nd January 2024

ACKNOWLEDGEMENT AND DISCLAIMER

This report is an output of the evaluation assignment, which involved consultations and interactions with multiple stakeholders. The contributions of all involved institutions and personalities are highly appreciated. Especially, it is with sincere gratitude that we thank Ms. Marta Medusa and Ms. Miriana Giraldi of Anti-Slavery International, and all the staff of LAWA-Ghana, Challenging Heights (Ghana), and the Tanzania Child Domestic Workers Coalition (Tanzania) for their good support and cooperation in organising the requisite logistics for this assignment. Further, the evaluator wishes to thank all the consultants, research assistants, and enumerators who participated in primary data collection, including Isaac Arthur, Cynthia Arday, Pius Mensah, Richard Oti, Angela Ifunya, Sarah Lamba, Charles Barnabas, and Monica Kiverege. We also owe gratitude to the respondents, who readily gave their time to provide responses to the evaluation questions. Their inputs are the foundation upon which this report is based.

The views expressed in this report are those of the evaluator. These views do not necessarily coincide with the official views of the individuals and organisations mentioned herein.

SUMMARY INFORMATION

Project Name	Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work
Project Impact	Children involved in child domestic work are free from abuse and exploitation and have their rights respected, enabling them to lead full and independent lives.
Project Outcome	<ul style="list-style-type: none"> • Outcome 1: Child domestic workers are better prepared and are supported by their communities in exercising their rights and accessing better socioeconomic opportunities. • Outcome 2: Child domestic work is more visible to authorities, enabling better regulation and enforcement at local, national, and international levels.
Project Outputs	<ul style="list-style-type: none"> • Output 1.1: Strengthen community support mechanisms for child domestic workers and their families. • Output 1.2: Improve the vocational skills and employability of child domestic workers • Output 2.1: Generate a dialogue with key stakeholders and develop their capacity to improve the regulation and control of child domestic work.
Project Budget	GBP 1,844,288.68 (equivalent to NOK 20,000,000.00)
Donor	Norwegian Agency for Development Cooperation (Norad)
Project Implementing Partners	Anti-Slavery International (Lead), LAWA-Ghana and Challenging Heights (Ghana), and the Tanzanian Child Domestic Workers Coalition (Tanzania)
Project Period	33 months
Project Location/ Districts	Awutu Senya and Gomoa West districts in Ghana, and Nyamagana, Illemela, and Magu districts in Tanzania
Project Beneficiaries	Child domestic workers, guardians/ employers, and community-level duty bearers (including Community Child Protection Committees (CCPCs), teachers, and street leaders)
Consultancy	End of project evaluation in Ghana and Tanzania
Consultancy Period	21 st August 2023 to 22 nd January 2024
Consultant/ Evaluator	Prime Expertise Limited
Evaluation Team	Isaac Arthur (Team Leader); Angela Ifunya (Deputy Team Leader); Cynthia Arday (Assistant Consultant 1); and Charles Barnabas (Assistant Consultant 2)

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ACRONYMS

ASI	Anti-Slavery International
CCPCs	Community Child Protection Committees
CH	Challenging Heights
COVID-19	Coronavirus Disease 2019
DAC	Development Assistance Committee
DSW	Department of Social Welfare
DW	Domestic Work
FGD/ FGDs	Focus Group Discussion/ Focus Group Discussions
FYDP III	Third National Five-Year Development Plan
GBP	British Pound
ILO	International Labour Organization
JAWAWA	Umoja wa Waajiri Kwa Watoto/Employers Association
KII/ KIIs	Key Informant Interview/ Key Informant Interviews
LAWA-Ghana	LAWA (Ghana) Alumnae Incorporated
M&E	Monitoring and Evaluation
MoFP	Ministry of Finance and Planning
MS	Microsoft
NGOs	Non-Governmental Organisations
Norad	Norwegian Agency for Development Cooperation
NOK	Norwegian Krone
OECD	The Organization for Economic Co-operation and Development
SLs	Street Leaders
TCDWC	Tanzania Child Domestic Workers Coalition
U.K.	United Kingdom
UN	United Nations
Y1/ Y2/ Y3	Year 1/ Year 2/ Year 3

EXECUTIVE SUMMARY

Description of the Project

The domestic work sector in both Tanzania and Ghana is characterised by complex challenges, especially concerning child labour. In view of this, “*Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work*” was designed and implemented by Anti-Slavery International in collaboration with LAWA-Ghana, Challenging Heights (Ghana), and the Tanzanian Child Domestic Workers Coalition with the overall goal that children involved in child domestic work are free from abuse and exploitation and have their rights respected, enabling them to lead full and independent lives. The project outcomes are that child domestic workers are better prepared and are supported by their communities in exercising their rights and accessing better socioeconomic opportunities; and child domestic work is more visible to authorities, enabling better regulation and enforcement at local, national, and international levels.

Context and Purpose of the End of Project Evaluation

The specific objectives of this evaluation were: (i) to evaluate the achieved results against the stated objectives and the extent to which the overall goal has been reached; (ii) to assess how the project has contributed to achieving long-term impact; and (iii) to identify and document key lessons learned, challenges, and draw recommendations for future programming.

Intended Users of the Review

The primary users of this evaluation are project implementers, including Anti-Slavery International, LAWA-Ghana, Challenging Heights, and the Tanzanian Child Domestic Workers Coalition. Additionally, it is valuable for policymakers, child protection agencies, non-governmental organisations focused on child rights, funding bodies, and other stakeholders engaged in similar projects or interested in the domain of child labour and protection.

Scope of the Evaluation

The evaluation was carried out during the period 21st August 2023 and 22nd January 2024, with a budget of GBP 10,845.00. It focused on the Awutu Senya and Gomaa West districts in Ghana and the Nyamagana, Ilemela, and Magu districts in Tanzania.

Methodology and Limitations

This evaluation applied mixed methods of data collection, which included a desk review of project documents, key informant interviews, and focus group discussions. The evaluation used the evaluation criteria endorsed by the OECD-DAC: relevance, coherence, effectiveness, efficiency, impact, and sustainability. The data was collected by the evaluation team, assisted by four enumerators. Results, findings, conclusions, recommendations, lessons learned, and good practices are based on the analysis of the primary and secondary collected data. Limitations encountered during the evaluation included over-reliance on qualitative data collection methods, aligning with the agreed-upon approach with the ASI team for gaining comprehensive insights, while also drawing on quantitative data extracted solely from project documents.

Overall Findings of the End of Project Evaluation

The evaluation highlights the project's commendable relevance and responsiveness to the unique challenges faced by child domestic workers in the targeted regions. Rooted in a deep understanding of the socio-cultural complexities, economic pressures, and traditional practices influencing child labour, the project has shown a remarkable alignment with the immediate and long-term needs of

child domestic workers. By intervening with tailored support mechanisms and alternative opportunities, the project addresses the multifaceted issues contributing to child domestic work, striving for meaningful and sustainable change.

Through a collaborative and multi-stakeholder approach, the project has exhibited significant impact in its quest to combat child domestic labour. Effective partnerships between NGOs (ASI and project partners), governmental agencies, employers/ guardians, and community structures have pooled resources, shared expertise, and catalysed policy changes, influencing the government's national plans of action and local by-laws.

The initiative's innovative strategies in providing vocational training have empowered child domestic workers, offering avenues for skill acquisition and economic empowerment. However, challenges such as limited training periods and tool availability post-training were identified, suggesting areas for improvement.

Conclusions, Recommendations, and Lessons Learned and Good Practices

Conclusions

The end of project evaluation underscores the pivotal role of the project in addressing the intricate challenges surrounding child domestic labour. Rooted in a nuanced understanding of socio-cultural intricacies, the project's interventions have demonstrated a profound resonance with the needs of child domestic workers in the targeted regions in Ghana and Tanzania.

While demonstrating clear successes, the project faced notable challenges, including inconsistent reporting practices among partners and limitations in monitoring and evaluation frameworks. The recommendations provided emphasise the need for a comprehensive M&E plan and highlight the importance of supporting responsible employers' initiatives and enhancing project visibility at the district level, among others.

Recommendations (See more in the main text)

Relevance:

- Continuous sensitization campaigns/ workshops and educational efforts to deepen understanding of child rights to reinforce understanding and awareness especially for employers/ guardians who still have limited knowledge across the project districts.
- Additional capacity-building workshops and training sessions for Community Child Protection Committees and Street Leaders to be able to adequately refer all cases of abuse involving child domestic workers, specifically those where some parents or relatives of a child domestic worker deny a child's status as a “domestic worker.” This should be coupled with financial support and access to necessary tools for project partners (including facilitators from within) for training materials and venue/ logistics.

Coherence:

- Creation of a best practice guide SPECIFIC for addressing child domestic work, setting a precedent and a model that can be replicated or adapted in other regions or contexts or by other organisations.

Effectiveness:

- **Monitoring and Evaluation:**
 - Enhance the reporting mechanism by implementing a structured M&E plan aligned with the project's indicators to enhance data tracking and consistency in reporting among partners.
- **Project Management:**
 - Sustain and enhance post-training support to empower child domestic workers to effectively utilise their vocational skills.
 - Enhance vocational training programs to ensure that participants gain a profound understanding of the course content, enabling them to effectively apply their skills and knowledge in real-world scenarios relevant to their vocational field.
 - Review and provide agreed-upon equipment e.g., tailoring machines in Tanzania, and also introduce a support system for beneficiaries to access initial capital in the form of financial assistance, micro grants, or the establishment of a revolving fund.
 - Recommendation to TCDWC: Introduce diversified skill courses for the child domestic workers to acquire additional skills so they can gain multifaceted expertise.

Sustainability:

- Establish post-project support mechanisms to ensure a smooth transition for beneficiaries, maintain the progress achieved, and reinforce project outcomes. For example, the issuance of ID cards, as proposed by CCPCs and JAWAWA, will credential them as advocates and defenders of child workers' rights beyond the project's conclusion.
- Develop transition plans for children's education and skill development to ensure a seamless transition for child domestic workers/ beneficiaries from project-supported education and skill development to continued opportunities.
- Extension of project duration beyond the typical one- to three-year project timelines.
- Recommendation to TCDWC: Expansion of project scope to rural settings where these children come from and integration of holistic support services (i.e., mental health support, etc.).

Children's Participation and Safeguarding:

- It is essential for key stakeholders to maintain and enhance their efforts in customising approaches that specifically cater to child domestic workers. This process involves understanding and respecting the unique cultural backgrounds and legal frameworks that influence the lives of these children. By doing so, stakeholders can develop more effective and sensitive methods that not only protect children but also actively involve them in decisions that affect their lives. The goal is to create an environment where child domestic workers feel genuinely valued and empowered. Such an environment encourages these children to participate confidently in dialogues about their rights, needs, and concerns. This participatory approach is crucial as it allows children to contribute their perspectives and experiences, leading to more inclusive and effective safeguarding strategies. By ensuring that these young individuals have a platform to voice their opinions and concerns openly, stakeholders can better understand and address the unique challenges faced by child domestic workers, thereby fostering a more protective and nurturing environment for them.

Lessons Learned and Good Practices (See more in the main text)

1. *Partnership collaboration:* Collaborative efforts among diverse stakeholders, including ASI and project partners, governmental bodies, and local communities, played a tangible role in the project's success. The pooling of collective expertise and resources facilitated the implementation of targeted interventions and ensured a well-rounded approach to effectively tackle a complex issue.
2. *Policy influence and advocacy:* Beyond grassroots challenges, the project influenced governmental policies and local by-laws, showcasing the reduction of gaps between national and sub-national laws and local communities' realities.
3. *Community engagement and awareness:* Effective engagement strategies, including workshops and awareness campaigns, significantly raised awareness within communities about child domestic labour. Engaging and sensitizing grassroots populations played a crucial role in fostering vigilance and responsiveness towards child labour issues.
4. *Targeted skill development and empowerment:* Vocational training programs equipped child domestic workers with essential skills. However, ensuring adequate training duration and access to tools post-training is essential to effectively apply these skills and enhance economic empowerment.
5. *Local-level engagement and support:* Establishing district-level focal points and supporting local initiatives, such as JAWAWA, proved beneficial in enhancing project awareness, communication, and advocacy efforts at the grassroots level.
6. *Advocacy through identification and credentials:* Providing credentials and identification for responsible employers, exemplified by initiatives like JAWAWA, can reinforce their advocacy role. These credentials eliminate barriers and amplify efforts in promoting child workers' rights at various levels.

1

DESCRIPTION OF THE PROJECT

This section presents:

- I.1 Context
- I.2 The Project
- I.3 The End of Project Evaluation
- I.4 Evaluation Limitations
- I.5 Structure of the Report

I.1 Context

The domestic work sector in both Tanzania and Ghana is characterised by complex challenges, especially concerning child labour. In Tanzania, a troubling trend has emerged, with an alarming 93% of children actively involved in various forms of domestic work within family settings (ILO, 2021). Shedding further light on this issue, the ILO's Situational Analysis of Domestic Workers in the United Republic of Tanzania provides critical insights. The study reveals that there are approximately 1,728,227 domestic workers in the country, of which 75.3% are girls, with a significant portion of them under the age of 25 (ILO, 2016). These young domestic workers are primarily engaged in various household chores and caretaking activities. Similarly, in Ghana, the extent of domestic work is pervasive. Apt (2005) underscores its extensive nature, indicating the involvement of a sizable chunk of the workforce, even if exact numbers remain elusive due to the sector's inherent informality. This "hidden" facet exacerbates challenges in gathering comprehensive statistics (Ghana Statistical Service, 2008). The LAWA-Ghana (2003) study accentuates the prevalence, revealing that larger households might employ numerous domestic workers, sometimes reaching six.

In Tanzania, girls aged 7-18 are believed to migrate from rural to urban areas looking for employment in the domestic sector in conditions that are habitually hidden, abusive, and exploitative (Manogerwa, 2015). The migration of children from rural to urban areas is driven by a combination of push and pull factors. Predominant among these is the pervasive poverty in rural areas, prompting children to seek improved opportunities in urban regions. Concurrently, rural areas often suffer from a lack of strong social protections and high-quality education systems, further nudging children towards cities. Additionally, some are compelled to leave due to cultural practices like forced marriages. On the other hand, urban areas, with their perceived plethora of job prospects and superior educational facilities, act as magnets, attracting these children. The allure is further heightened when previous migrants share stories of better urban living conditions (ASI, 2020; Manogerwa, 2015). The aim for many children is to aid their families financially or to cater to personal needs, such as education or caring for younger siblings. Unfortunately, this form of employment frequently jeopardises their educational ambitions, associating early work with limited literacy skills and education.

The economic landscape of Ghana, particularly in the Awutu Senya and Gomoe West districts where the project is implemented, is predominantly characterised by small-scale agriculture. This sector, while vital to the local economy, often offers limited and seasonal employment opportunities, frequently resulting in insufficient and irregular income for many families. According to the Ghana Statistical Service (2007), and more recent local economic assessments, these districts mirror the national trend but with specific local nuances.

In Awutu Senya, for example, the agricultural sector is primarily based on smallholder farming, with a focus on crops like cassava, maize, and vegetables. While this sector is a crucial source of livelihood, it often fails to provide stable and adequate wages, compelling families, particularly those in rural and semi-urban areas, to explore alternative income sources. This economic reality has a direct impact on the prevalence of child domestic work, as families often view it as a viable means for children to contribute to household income.

Similarly, in Gomoa West, the reliance on small-scale agriculture is coupled with limited access to other formal employment opportunities. The district's economy is less diversified, with fewer industries or service sector jobs that offer stable employment. This situation is exacerbated by infrastructural challenges and a lack of significant investment in economic development initiatives, which further restricts the potential for wage growth and employment diversification.

The project areas, therefore, present a unique economic context where the prevalence of child domestic work is intricately linked to the broader economic landscape. Addressing the root causes of child labour in these districts requires a comprehensive understanding of these local economic dynamics and tailored interventions that consider the specific employment challenges and wage conditions prevalent in Awutu Senya and Gomoa West. The global economic landscape, influenced by international policies, continues to exacerbate the disparities between rural and urban areas in Ghana. According to the United Nations Development Programme's 2021 report, these disparities are significant contributors to the prevalence of domestic work in the informal sector, a sector that often includes child labour. The International Labour Organization's 2020 study further supports this, highlighting the challenges and regulatory needs within the informal labour market in Ghana. The Ghana Statistical Service's Economic Survey of 2021 also provides detailed insights into these economic dynamics, illustrating how they shape employment trends. Additionally, the World Bank's 2022 Country Overview for Ghana delves into the macroeconomic factors driving rural-urban migration and the resulting patterns of domestic work. Collectively, these sources offer a contemporary perspective on why domestic work, particularly for children, remains a widespread and attractive option in Ghana's informal sector.

In response to the pressing challenges associated with child domestic work, both Ghana and Tanzania have rolled out various interventions. These range from government-backed policies to grassroots programmes and projects. For instance, Tanzania's Third National Five-Year Development Plan (FYDP III; 2021/22-2025/26) ambitiously aims to reduce child labour rates significantly by 2025/26. On the actionable front, the *Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work* initiative stands as a testament to collaborative efforts between the two countries. With the endorsement of organisations like Anti-Slavery International, LAWA-Ghana, Challenging Heights (Ghana), and the Tanzanian Child Domestic Workers Coalition, this 33-month-long project has its sights set on liberating children from the clutches of exploitation and abuse. By elevating the visibility of this issue across governance tiers, the initiative endeavours to foster improved regulation and strict enforcement.

1.2 The Project

The *Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work* project is a 33-month initiative funded by Norad and implemented by Anti-Slavery International in collaboration with its national partners, LAWA-Ghana, Challenging Heights (Ghana), and the Tanzanian Child Domestic Workers Coalition. Although initially designed to cover three countries - Ghana, Niger, and Tanzania - the project was eventually carried out solely in Ghana and Tanzania. Specifically, it was implemented in the Awutu Senya and Gomoa West districts in the Central region of Ghana and in the Nyamagana,

Ilemela, and Magu districts in the Mwanza region of Tanzania. These countries were chosen due to the high prevalence of child slavery and the often-overlooked issue of harmful child domestic work, which typically occurs within private households.

The project's overarching goal, according to its Theory of Change hierarchy, is to contribute towards ensuring that *children involved in child domestic work are free from abuse and exploitation and have their rights respected, enabling them to lead full and independent lives*. The project focuses on two main areas of results:

Outcome 1: Child domestic workers are better prepared and are supported by their communities in exercising their rights and accessing better socioeconomic opportunities.

Under this outcome, the project aims to empower child domestic workers by enhancing their awareness and understanding of child rights, labour rights, and the means to seek protection from abuse and exploitation. It also seeks to raise awareness among employers regarding their responsibilities towards their child domestic workers, whether they are relatives or non-relatives. Additionally, the project endeavours to bolster the capacity of duty-bearers at the community level, including Community Child Protection Committees (CCPCs), teachers, and street leaders (SLs), to identify, prevent, and protect children engaged in exploitative domestic work. This includes the referral of at-risk or exploited children to service providers.

Outcome 2: Child domestic work is more visible to authorities, enabling better regulation and enforcement at local, national and international levels.

In this context, the project strives to gain recognition from national and sub-national statutory duty-bearers, emphasising the urgency of addressing exploitation in child domestic work and taking concrete actions to improve its regulation.

1.3 The End of Project Evaluation

As the project neared its completion, Anti-Slavery International sought the services of a consultant to conduct an end-of-project evaluation. This evaluation aimed to assess the project's performance, determine the extent to which it achieved its goals, and identify the factors that contributed to either high or low levels of success, among other aspects (see Terms of Reference for further details). Following a competitive bidding process, Prime Expertise Limited was awarded the contract for the evaluation on 21st August 2023.

As per the contract, the evaluation process was divided into several phases, including the inception and design of evaluation tools; field work; data processing, analysis, and reporting; and final reporting. The inception and design of evaluation tools phase commenced on 21st August 2023, followed by the field work conducted from 02nd October 2023 to 07th October 2023, and the interviews with ministerial representatives in both countries and partner project teams in Ghana carried out between 09th October 2023 and 13th October 2023. Subsequently, data was processed and analysed, and a draft report was developed.

Key findings from the draft report were discussed with ASI and its national collaborators LAWA-Ghana, Challenging Heights (Ghana), and the Tanzanian Child Domestic Workers Coalition; additionally, the draft report was shared with the Norwegian Agency for Development Cooperation (Norad) for their comments.

The overarching goal of the evaluation was to assess the project's progress in achieving its intended results, focusing on aspects of relevance, effectiveness, efficiency, sustainability, and the likelihood of

impact. It also aimed to evaluate the extent to which children, as the primary beneficiaries of the project, were involved safely in project activities. The evaluation employed a combination of quantitative and qualitative methods to assess the status of the project's indicators and targets at the impact, outcome, and output levels. It also gathered information to assess changes in various parameters across the project's targeted districts.

Furthermore, the evaluation conducted a comprehensive assessment of various aspects of the project, including its design, scope, and implementation modalities. It closely assessed the project's operational procedures, particularly the partnership approach, to determine to what extent and how the collaborative partnership approach has enhanced the organisational capacities of each involved entity to sustain their contributions towards eradicating child domestic work and slavery across multiple domains.

Additionally, the evaluation compiled and analysed the lessons learned and good practices acquired during the implementation period to culminate in the provision of specific recommendations, highlighting to whom the recommendations are addressed and the urgency of implementing the recommendations.

1.4 Evaluation Limitations

The evaluation primarily relied on qualitative data collection methods (i.e., key informant interviews and focus group discussions), aligning with the agreed-upon approach with the ASI team for the purpose of gaining comprehensive insights into the project's contexts, dynamics, and experiences, while also drawing on quantitative data extracted solely from project documents such as narrative reports and partners' indicator tracking sheets. As a result, the evaluation utilised existing project documents as a sole source for quantitative data, where specific quantitative progress data against Outcome Indicator 2.1 was not available during the evaluation. Thus, it's essential to recognise that the absence of specific progress data for Outcome Indicator 2.1 may necessitate additional attention in subsequent assessments of project outcomes.

1.5 Structure of the Report

The report is structured into six chapters. Chapter one furnishes essential information about the project under evaluation, including a concise overview of the evaluation's purpose, scope, and limitations. Chapter two presents an overview of the methodology employed in the evaluation processes. In chapter three, the evaluation findings are detailed and organised in accordance with the OECD-DAC criteria, covering aspects of relevancy, coherence, effectiveness, efficiency, impact, and sustainability. Additionally, a criterion related to children's participation and safeguarding was also covered. Chapter four provides the conclusion, while chapter five offers specific recommendations. Finally, chapter six imparts valuable lessons learned and highlights good practices observed during the evaluation process.

This section presents:

- 2.1 Evaluation Approach
- 2.2 Sample Size and Sampling Methods
- 2.3 Field Arrangements
- 2.4 Data Collection Approach and Methods
- 2.5 Data Quality Assurance, Management Protocol, and Risk Mitigation
- 2.6 Data Analysis Methods
- 2.7 Reporting
- 2.8 Challenges and Limitations

2.1 Evaluation Approach

A mixed-methods approach was applied using existing quantitative data and complementing and supplementing it with qualitative data gathered by the evaluation team. The evaluation was grounded in the ethical principle of "Do No Harm" and considered power dynamics that may have existed between consultants and beneficiaries, particularly the child domestic workers. Using this approach, the evaluation applied the OECD-DAC metrics/ criteria for project evaluation. These criteria, presented in Figure I, included *relevance*, *coherence*, *effectiveness*, *efficiency*, *impact*, and *sustainability* (OECD, 2021). Moreover, an additional criterion related to *children's participation and safeguarding* was also applied in this evaluation.



Figure I: OECD-DAC Criteria used in the evaluation
Source: OECD (2021)

Using the OECD-DAC framework, the overall performance of the project and its impact on beneficiaries were assessed. The evaluation assessed various aspects of the project, including its design, scope, and implementation modalities, delving into an evaluation of the project's partnership approach, operational procedures, and capacity-strengthening activities across multiple domains.

The project design was evaluated in terms of relevance and coherence. Inputs (resources) and activities were evaluated based on efficiency. The output was evaluated in terms of both effectiveness and relevance. The status of the achievement of the outcomes served as a proxy for goals, tracking potential impacts and the sustainability of the project (Figure 2).

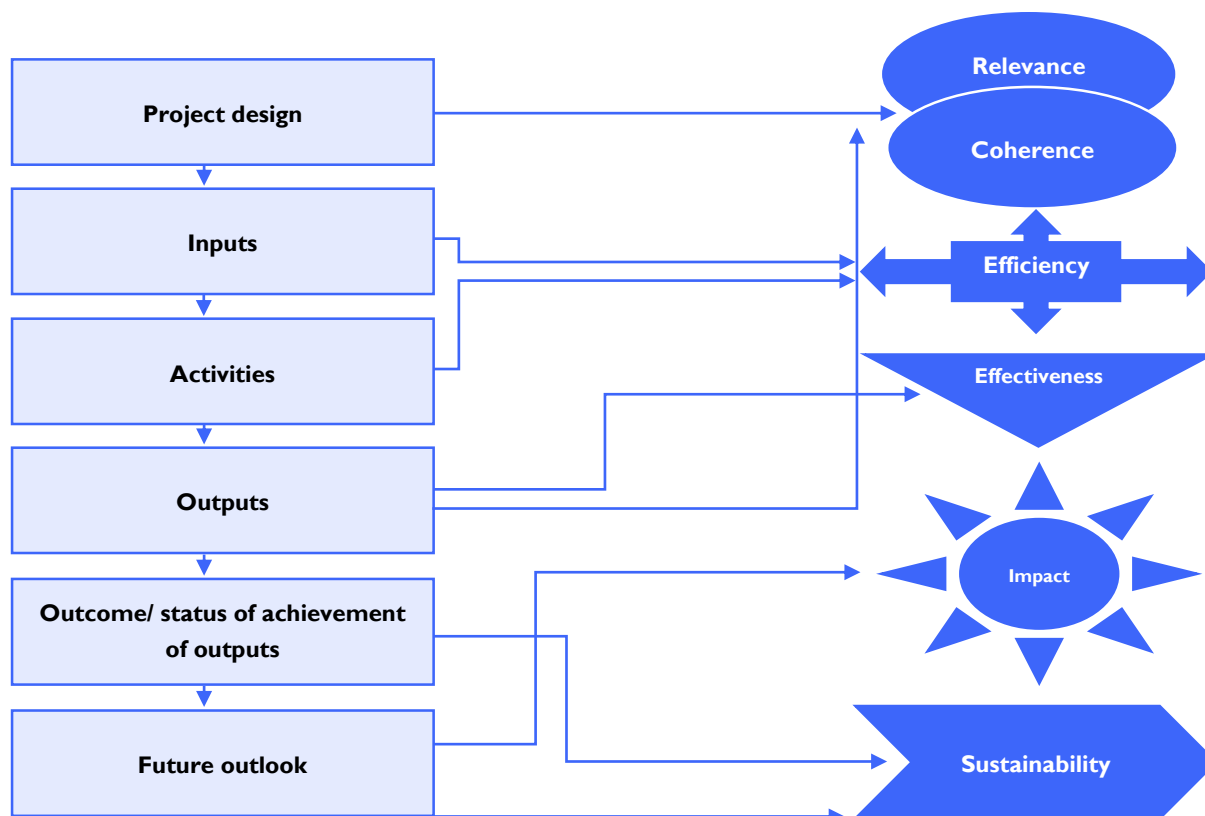


Figure 2: General framework of the evaluation

2.2 Sample Size and Sampling Methods

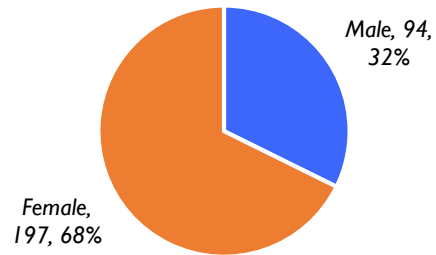
The direct beneficiaries of the project intervention actively participated in the evaluation, providing valuable insights into the key changes realised during project implementation. These primary beneficiaries included 113 child domestic workers (81 females, 32 males), 84 guardians/ employers (70 females, 14 males), and 28 community-level duty bearers, comprising 8 Community Child Protection Committees' members in Ghana and 15 street leaders (SLs) in Tanzania. Additionally, the evaluation involved other stakeholders, such as representatives from regional administrations and districts (Community Development Officers, Social Welfare Officers, Migration Officers, etc.) in Tanzania and representatives from key ministries (the Ministry of Employment and Labour Relations and the Department of Social Welfare and Community Development in Gomoa West and Awutu Senya) in Ghana. Partner project staff engaged in the implementation were also consulted.

Considering the diverse nature of the targeted beneficiaries (i.e., child domestic workers, guardians/ employers, and community-level duty bearers), an inclusive sampling strategy was employed in this evaluation to ensure proper representation and avoid bias. The sampling of these beneficiaries encompassed variations in age and gender, including children engaged in formal employee/ employer relationships and those in informal fostering arrangements. Purposive sampling was used to identify

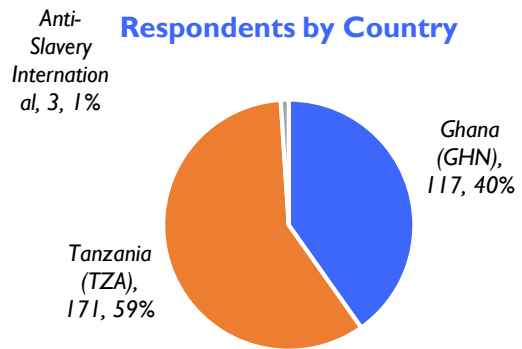
participants for this evaluation, and data collection involved a combination of key informant interviews (KIIs) and focus group discussions (FGDs). These two methods were used interchangeably, depending on the depth of information required. To gain valuable insights into the project's effectiveness and implementation from those directly involved, KIIs and FGDs were also conducted with representatives from the regional administration and districts in Tanzania, along with representatives from the key ministries in Ghana, as well as the partner project staff. These interviews and discussions facilitated a comprehensive understanding of the project's impact.

The demographic information of the respondents who participated in this evaluation, categorised by gender, location (country and district), and role, is presented in Figure 3 below.

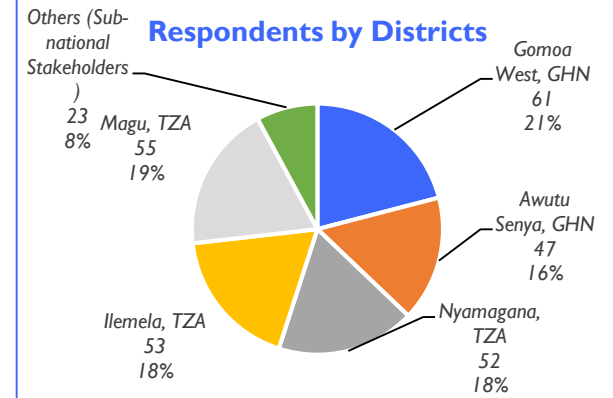
Respondents by Gender



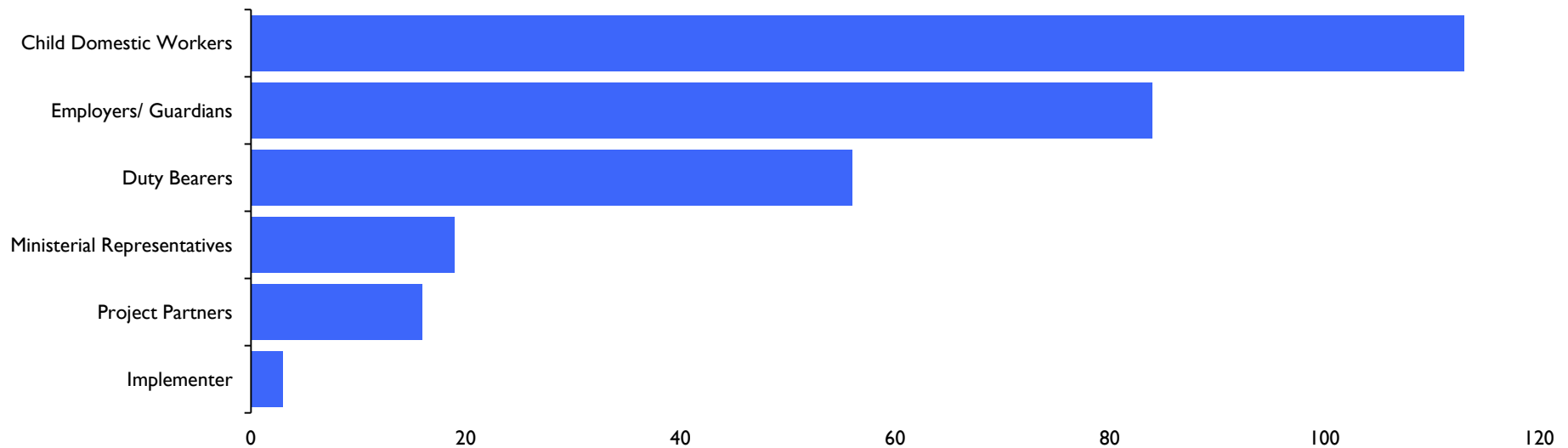
Respondents by Country



Respondents by Districts



Respondents by their Category



2.3 Field Arrangements

The length of one KII or FGD ranged from 45 minutes to 1:30 hours, allowing for in-depth conversations and detailed information gathering. To support data collection, two enumerators were engaged per country, and each team member, accompanied by an enumerator, conducted 3 to 5 KIIs or FGDs per day to balance thorough interactions with efficiency. Team leaders managed data and conducted quality checks to ensure data accuracy and consistency with the evaluation objectives. They also handled logistical arrangements and conducted KIIs and FGDs using participatory approaches to meet daily goals.

In Ghana, experienced enumerators were recruited from Accra, while in Tanzania, enumerators were selected from Mwanza. The team prioritised working with enumerators they had collaborated with in the past, streamlining their training to a concise 1.5 days. This approach aimed to meet the goal of concluding fieldwork within a 6-day timeframe. In both Ghana and Tanzania, the team enlisted enumerators with prior experience in quantitative and qualitative data collection, as well as expertise in child-friendly, gender-, and age-sensitive methods suitable for both young and older children.

Before commencing data collection, selected enumerators underwent refresher training sessions, which covered the project rationale, evaluation objectives, obtaining informed consent, and interpretation of study tools. Training sessions were conducted in person in Accra and virtually in Tanzania.

The selected enumerators also underwent internal training in safeguarding and ethical practices and were required to sign agreements to adhere to ASI's Code of Conduct and the Safeguarding Brief on Safeguarding Children, Young People, and Adults at Risk.

To ensure that enumerators and the team fully understood the questions and protocols, the data collection tools underwent pilot testing outside of the main study sample upon their arrival in the field. This allowed the enumerators to gain practical experience with the tools, identify any issues or challenges, and provide feedback for potential improvements, resulting in refinements to the tools. The piloting ensured consistent application of the tools and procedures by the team, enhancing the effectiveness and efficiency of the data collection process.

2.4 Data Collection Approach and Methods

2.4.1 Ethical Considerations

Approval and Authorisation

Authorisation was obtained to facilitate the data collection exercise. ASI provided an introductory note about the study, and the project partners (LAWA-Ghana/ Challenging Heights in Ghana and the Tanzanian Child Domestic Workers Coalition in Tanzania) introduced the consultant and team to the beneficiaries involved in the evaluation.

Respondents' Informed Consent

All participants expressed their willingness to participate in the evaluation. The informed consent documents outlined the evaluation's purpose and procedures and explained the process that would be followed in case of disclosure of abuse on children. The consent process involved both written and oral forms to accommodate different literacy levels and ensure understanding among diverse participants. Written consent documents were provided, outlining the purpose, procedures, and

benefits of participation, ensuring transparency and ethical compliance. For those who were unable to read or preferred oral communication, the consent information was explained verbally, and oral consent was obtained, with the procedure being documented by the evaluation team.

For the children specifically in Ghana who were very young, the decision-making capacity of each child involved was assessed beyond their age. Those who demonstrated full decision-making capacity and were capable of providing informed consent utilised informed consent. Conversely, for those who may have lacked full decision-making capacity, typically minors who were unable to provide informed consent, informed assent was employed. This approach aimed to be flexible, recognising that some younger children might possess the capacity to provide consent, while some older children might, due to specific circumstances, lack full decision-making capacity.

Safeguarding Protocol

The team abided by **ASI's Brief on Safeguarding Children, Young People, and Adults at Risk**. As data was collected, measures were taken to prevent any form of abuse, child abuse, exploitation, neglect, or violation of a child's privacy and rights. Moreover, the evaluation team collected and analysed data while being guided by international and regional standards, guidelines, and recommendations, particularly the **UN Convention on the Rights of the Child** as well as the **UN Guidelines on Alternative Care for Children, Recommendations, and Guidelines**. Based on these standards, key questions were identified to guide the data collection and analysis.

All enumerators were also required to sign **ASI's Code of Conduct** and the **Safeguarding Brief on Safeguarding Children, Young People, and Adults at Risk**. The ethical requirements included the following:

- i) **Safeguarding and Protection of Person:** The team took into account and was sensitive to the social, cultural, and religious dynamics of the population. Proactive efforts were made to create safe spaces for participants, especially child domestic workers, to share information freely and safely without the presence of judgement, shame, or risk of harm.
- ii) **Integrity and Objectivity:** It was ensured that data from the participants was presented honestly and proportionately, reflecting the authoritativeness, extent, and intensity of opinions across the target population and aligning quotes with the evaluative themes intended by the informant. Unexpected or contentious findings were triangulated with other forms of data to gauge their significance. The evaluation avoided any deception or exaggeration about the aims and objectives of the study or about the results, as well as any misleading information or biased representation of primary data findings.
- iii) **Child Protection:** It was ensured that all child domestic workers were interviewed only upon giving their informed consent and established child protection reporting protocols. All team members were made aware of when and how to report any issues arising from data collection, and they abided by the **UNICEF Procedure for Ethical Standards in Research, Evaluation and Data Collection and Analysis**.
- iv) **Ensuring the anonymity of participants** by anonymizing all collected data.
- v) **Voluntary participation** in the evaluation, with an explanation that participants had the right to withdraw from the study without any negative consequences.
- vi) **Human Rights and Gender Sensitivity in Research**, addressing gender dynamics, power imbalances, and strategies that enhance engagement and active participation of women and girls in participatory approaches.

- vii) **Inclusivity:** The data collection process ensured the inclusion and active participation of the sampled beneficiaries, specifically for child domestic workers, including those in formal employee/ employer relationships, those in informal fostering arrangements, and those who were reintegrated.
- viii) **Respect for the People:** There was respect for the security, dignity, and self-worth of respondents, project participants, and other stakeholders.

2.4.2 Secondary Data Collection and Review Methods

This involved a thorough review of project documents and other relevant sources (grey literature) to gain an in-depth understanding of the project. The desk review encompassed the following documents:

- i) Reviewing the project's proposal to comprehend the design, scope, goals, and objectives, as well as the results framework and the theory of change. This helped in understanding the problem the project aimed to address and the key steps taken to solve it.
- ii) Reviewing the project's indicators in the results framework and assessing the progress of the set targets, objectives, and intended results.
- iii) Analysing the project's progress reports, including quarterly, annual, and yearly baseline and endline reports, to inform project implementation progress and results. Additionally, financial information was examined to assess disbursements and expenditures and determine efficiency in terms of value for money.
- iv) Conducting a literature review on child domestic work in both Ghana and Tanzania.
- v) Sending data requests to fill information and data gaps using available secondary data.
- vi) Collecting secondary data from identified sources.
- vii) Engaging in bilateral consultations or validations with local partners using emails and phone calls to clarify information gathered.

A significant portion of secondary data collection occurred during the formative stage of the evaluation to facilitate the start of fieldwork. However, given the diverse nature of the study area and the volume of studies, the evaluation team continued to review these sources throughout the data collection period to ensure the final report's comprehensiveness.

2.4.3 Collection of Quantitative and Qualitative Data and Tools Used

Quantitative and qualitative data were collected concurrently from selected beneficiaries, including child domestic workers, guardians/ employers, and community-level duty bearers. These three groups primarily responded to open-ended, in-depth questions that allowed them to express their views, supplemented by closed-ended items for quantitative data. The same approach was employed with ministerial representatives and partner project teams, who provided further insights. FGDs consisted of up to 12 participants for children, 6-10 for guardians/ employers, and 3-8 for partner project teams and community-level duty bearers, such as CCPCs, teachers, and street leaders.

In contrast, all KIs were one-on-one and in-depth. Virtual KIs followed fieldwork data collection with beneficiaries to address any emerging questions. Each FGD was led by a core consulting team member as a moderator, accompanied by an enumerator for note-taking. Discussions were recorded with participants' consent, beginning with logistical and administrative details. Informal warm-up questions were used to initiate conversations, followed by inquiries into project strengths, areas for improvement, and main evaluation questions. This data was later transformed into a Strengths and Opportunities, Weaknesses, and Threats (SWOT) analysis, offering insights for future initiatives. Consent was obtained from respondents and/or their caregivers before conducting interviews.

Data collection tools included a FGD guide for beneficiaries and KII guides for stakeholders, as appended. The FGD guide prioritised open-ended, in-depth questions for free expression of views and feelings, alongside closed-ended items for quantitative data. KII guides followed the same pattern, targeting individuals with in-depth project knowledge at various levels, including national and sub-national positions. The approach allowed both groups to contribute rich data for the evaluation.

In the context of evaluation in Ghana and Tanzania, language plays a crucial role in the effectiveness of data collection. Interviews, including KIIs and FGDs, are often conducted in the native language of the participants, which in this case was Fante and Swahili. This was important for ensuring that participants fully understood and could effectively communicate their experiences and perspectives. This evaluation employed a reliable translation process by the experts from Fante/ Swahili to English to maintain the accuracy and integrity of the data collected.

2.5 Data Quality Assurance, Management Protocol, and Risk Mitigation

2.5.1 Data Quality Assurance Plan

Data auditing played a crucial role in preparing transcripts for analysis and report writing. This process began during fieldwork data collection and continued until the fieldwork was completed. Regular check-ups were conducted in the evenings to maintain data quality. Qualitative data was transcribed immediately after fieldwork, preparing it for analysis. Supervision of the fieldwork was considered paramount to ensuring the evaluation's success. Collaboration with partner project teams was outstanding.

2.5.2 Data Management Protocol

The consultant adhered to the **National Research Integrity Framework of Tanzania**¹ and relevant laws, regulations, and guidelines. Data was securely archived and managed to ensure longevity and accessibility, following the Framework and ASI's requirements. Compliance with applicable Ghanaian and Tanzanian legislation, regulations, and guidelines was maintained for data collection and storage. Physical documents were securely stored and will be disposed of properly, while access to digital data is restricted to authorised personnel. Preservation methods were aligned with the Framework and ASI's agreements.

The consultant is adhering to the CARE principles (Collective Benefit, Authority to Control, Responsibility, and Ethics) for data access, with an emphasis on Indigenous governance. Data was de-identified as needed and will be shared or distributed with ASI's explicit permission, with restricted third-party access.

Retention and disposal of collected data will follow discipline-specific practices, privacy regulations, ethical requirements, and other applicable laws. The minimum retention period will be 24 months from the assignment closure date.

ASI will maintain full ownership of the final deliverables, while Prime Expertise owns Background Intellectual Property (BIP), including data collection guides and research methods. Prime Expertise upheld Indigenous data sovereignty, ensuring that ASI governs and owns the data throughout its lifecycle, from creation to storage, and developed strategies to maintain data sovereignty when necessary.

¹ Available at: <https://costech.or.tz/download-document/78535584-b05a-41e7-89b7-e1a764f502a5%7D>.

2.6 Data Analysis Methods

The data analysis involved content analysis of the reviewed project documents and field data analysis using MS Excel. The measurement was done in relation to the key targets established by the project as per the results framework.

Despite the quantitative data, which have been mainly extracted from the project progress reports, the qualitative data were subjected to thematic analysis of the salient issues to answer the evaluation questions. Transcribed qualitative data were fed into MS Excel and NVivo 10.0 for analysis. A codebook was developed, comprising all thematic areas related to the evaluation questions. The analysis adopted styles of framework analysis, employing thematic approaches to allow themes to develop from the research questions and team members' narratives. Thematic analysis included a search for patterns and concepts to explain the patterns.

Themes were then interpreted, followed by listing all significant statements related to the evaluation questions and filtering for non-repetitive and non-overlapping meanings. The team further categorized significant statements into similar meaning units, merging some statements into larger categories or themes and secondary-level units as sub-themes.

2.7 Challenges and Limitations

The evaluation faced several challenges and limitations that impacted its scope and findings. One significant limitation was data availability and completeness, where missing or inconsistent data, especially quantitative metrics, posed challenges to a comprehensive analysis. The validity and reliability of data were also concerns, particularly in ensuring representativeness and accuracy in measurements. The generalisability of findings was limited by the project's specific context, reducing the applicability of results to other settings. Methodologically, the mixed-methods approach had its constraints, balancing the depth of qualitative insights with the quantitative breadth. Recommendations for future evaluations include more robust data collection methods and strategies to mitigate cultural barriers, enhancing the integrity and applicability of future research.

3

FINDINGS

This section presents:

- 3.1 Relevance
- 3.2 Coherence
- 3.3 Effectiveness
- 3.4 Efficiency
- 3.5 Impact
- 3.6 Sustainability
- 3.7 Children's Participation and Safeguarding

This chapter presents evaluation findings in a detailed and organised manner, following the OECD-DAC criteria, which encompass relevancy, coherence, effectiveness, efficiency, impact, and sustainability. Furthermore, it addresses a criterion related to children's participation and safeguarding. To ensure a systematic presentation aligned with key evaluation questions, each criterion incorporates specific key evaluation questions.

3.1 Relevance

What do (in/ direct) beneficiaries – especially child domestic workers – understand the purpose and aims of project to be?

How do beneficiaries (excluding child domestic workers) perceive the relevance of the project objectives, of the activities implemented and of the changes brought about?

The evaluation showcased an insightful understanding of the project's aims and objectives among all beneficiaries and its relevance in addressing their specific challenges. This understanding resonated notably among child domestic workers (direct beneficiaries), revealing a profound alignment between their needs, aspirations, and the intended project goals.

The perspectives of the children who participated in the evaluation shed light on this. They acknowledged the project's importance in providing opportunities for education and skill development. A 17-year-old child domestic worker in Tanzania expressed her gratitude, stating, *"The project has given us a chance to learn new things. I love the batik-making classes; it feels amazing to create something beautiful."* Others echoed similar sentiments, emphasising how attending vocational classes has broadened their horizons and equipped them with valuable skills for their future. Moreover, they recognised the project's role in creating awareness about their rights, especially in relation to domestic work and education. Many children shared how they perceive the activities as a means of empowerment, enabling them to envision a future beyond domestic work. For example, a child domestic worker aged 12 in Ghana shared, *"I didn't know I had the right to education. Now, I understand it better, and I want to go to school."*

The children involved in the project perceive the implemented activities as transformative. They highlight the vocational training sessions as particularly beneficial, expressing enthusiasm about acquiring new skills in fields like batik-making, tailoring, plumbing, driving, hairdressing, and soap

production, among others. A 15-year-old participant expressed enthusiasm about acquiring new skills in hairdressing, stating, *"I never thought I could style hair before. Now, I feel confident doing it!"* Additionally, they appreciate the educational support received, specifically in Ghana, acknowledging the positive impact on their learning experiences. A child domestic worker aged 14 in Ghana shared, *"The project helped me attend a school nearby. I'm learning so much, and I want to become a teacher one day."* As a result, the provision of opportunities to attend school or access alternative education programs has significantly influenced their perceptions about their future prospects.

Generally, from the children's perspectives, the project has brought substantial changes to their lives. They discuss feeling more empowered and confident due to the acquired skills and knowledge. A child domestic worker in Tanzania, aged 18, emphasised, *"I used to feel unsure about my future, but now I want to become a soap maker. I believe in myself."* Furthermore, they emphasised a notable shift in their aspirations, now envisioning careers beyond domestic work. They expressed a newfound sense of agency and a stronger belief in their ability to shape their futures. Additionally, they highlighted the changes in their social interactions, feeling more respected and recognised within their communities due to their involvement in the project's activities.

Feedback from the project's indirect beneficiaries, particularly the employers and guardians of these child domestic workers, as well as other project's stakeholders, namely, the community-level duty bearers, also offers varied perspectives on their understanding of the project's purpose and aims.

Beginning with employers/ guardians of child domestic workers, the evaluation noted their recognition of the project's benefits but highlighted the ongoing need for further sensitization to fully comprehend the adverse impacts of child domestic work on other employers and the community at large. For example, during the FGDs, many of them acknowledged that they were influenced to understand the rights and responsibilities of child domestic workers, such as the right to be paid on time their monthly salary, the right to worship, the right to be loved and cared for, the right to have a break and holiday, and the right to be educated too, among others, as a result of the project's awareness campaigns. An FGD participant was quoted as saying, *"We didn't understand this, we thought it was right to do what we had been doing"*. Others added that *"Now we know that child domestic workers have rights"*. While others said, *"At the end of the month, I used to send her whole salary to her parents, but now I give her all of her salary, so she herself can decide how much to send to her parents"*.

The project's vocational skills training initiatives were also highlighted. For instance, one member mentioned how her child had become a skilled plumber, now earning for his services, even providing assistance at home. She said *"My child has become a plumber; now he is called to work, he is paid, and I still pay him a salary. At home, he also helps with any plumbing issues; there is no need to call a plumber, maybe if the issue is too big for him."* Another member also shared a story of her child's employment in a salon, enhancing her income and independence. She added *"My child is now employed in a salon, so she always wakes up early and does her chores and then goes to the salon, this helps her to increase her income"*.

While they acknowledged the relevance of the changes brought by the project, there remains a gap in their full comprehension of the adverse impacts of child domestic work. In Ghana, specifically, many still view child domestic work as a customary practice or a necessary economic decision, lacking awareness of its long-term detrimental effects on children's education, development, and rights. This gap highlights the need for ongoing sensitization and educational efforts to shift perceptions and foster a deeper understanding of the importance of child rights and welfare.

Despite this gap, the evaluation observed a marked improvement in awareness among employers/ guardians of child domestic workers regarding the distinction between permissible light work and

hazardous work. This distinction, once unclear, is now recognised, enabling a more focused program intervention to reduce hazardous work.

Insights from stakeholders, such as the CCPCs and government departments in Ghana, as well as district officials and SLs in Tanzania², underscore their evolving perception of the project's relevance in addressing broader child protection issues. This positive shift in perception among duty-bearers suggests a notable impact resulting from the interventions, indicating a changing perspective on child domestic workers. The perspectives gathered from them indicate a nuanced understanding and recognition of the challenges faced by children engaged in domestic work, particularly the heightened risk of abuse. In Tanzania, specifically, discussions with community-level duty-bearers further emphasised this shift. A Ward Executive Officer in Tanzania remarked, *"Child domestic workers were viewed as worthless; they were abused; no one was there to take care of them; but after the project, they became valuable in our communities."* A SL (a Chairman) added, *"Before the project, the community was just watching how they had been abused, but currently they are the frontrunners in reporting cases around child domestic workers."*

The stakeholders further recognised the project's contributions to advancing the government's agenda against child labour. They appreciate the project's role in filling gaps in policy implementation at the grassroots level, especially regarding supporting access to education and vocational training for child domestic workers. Additionally, they affirmed that the project is in harmony with existing national policies combating child labour. For instance, it was mentioned that the Magu District Council (Tanzania) now has a by-law regulating children's involvement in domestic work for third parties, a by-law that directly reflects and was shaped by the outcomes and efforts of this project, marking a tangible influence on policy development at the local level. A copy of the by-law was presented to the evaluation team during the interviews. Other districts (Ilemela and Nyamagana) are also in the process of developing similar by-laws, with the duty-bearers endorsing these initiatives.

The stakeholders added that children most at risk of exploitation often extend beyond the realm of domestic work, encompassing various sectors including agriculture, forestry, and fishing in Ghana and mining and quarrying in Tanzania, specifically across the regions of Geita, Mara, Kigoma, and Kagera, where a significant share of the country's mining and quarrying activities are carried out. So, they shared that while many initiatives have been directed towards addressing child labour in these sectors, particularly mining in Tanzania and fishing in Ghana, no other project was previously implemented pertaining to the realm of domestic work. Therefore, there is a prevailing sense that the project's focus on exploitative domestic work aligns seamlessly with their broader 'child protection' work. They recognised the interconnectedness of issues and acknowledged that addressing exploitative domestic work contributes significantly to the overall goal of safeguarding children's rights and well-being.

3.2 Coherence

To what extent is the project coherent with other interventions within and outside ASI and project partners with a similar objective?

² From the Ministry of Employment and Labour Relations of Ghana (Policy Planning, Monitoring, and Evaluation Directorate and the Focal Point on Child Labour); Ghana Police Service (Anti-Human Trafficking Unit); Ghana Education Service; Member of Parliament of Gomoa West constituency; Departments of Social Welfare of Gomoa West, Awutu Senya, and Ilemela; Migration and Community Development departments across Nyamagana, Ilemela, and Magu; and a Mayor of Ilemela Municipal Council.

The evaluation revealed the project's remarkable coherence with similar interventions both within and outside the ASI and project partners, aligning with the broader objective of eradicating child labour and ensuring child protection.

In Ghana, the project synergises with the recently concluded project, *Securing Child Rights in the Fisheries Sector in the Central Region and along the Volta Lake of Ghana (SECRIFISE)*, which was implemented in Awutu Senya and Gomaa West, among other districts. CH has also been among the project partners in this project. Phased out in December 2022, this project focused on securing child rights in the fisheries sector and increasing public support to eliminate child labour and trafficking, which coincided with the broader objective of eradicating child labour and ensuring child protection. The synergies between the two projects were evident in the shared goal of securing child rights and eliminating child labour. Both projects worked towards increasing public awareness, supporting the enforcement of anti-child labour legislation, and implementing community-based initiatives for integrating victims into mainstream society.

In Tanzania, Railway Children has been implementing the *Kivuko Project* in Illemela and Nyamagana in the Mwanza region, focusing on identifying, recruiting, and training suitable individuals (fit persons) as alternative care providers for children rescued from the streets. As a result, this project also significantly contributes to the objectives of the *Kivuko Project*, given its shared focus on rescuing vulnerable children and providing them with alternative care solutions. Furthermore, other projects such as *Eradicating the Worst Forms of Child Labour* by Plan International in the neighbouring Geita region and *Rural Enterprise Support to Eliminate Child Labour* complement the project's aims in different Tanzanian regions while sharing common objectives.

Moreover, the project aligns with the child protection measures outlined in the *Tanzania Child Development Policy of 1996* by integrating some of its objectives related to child labour into its programmatic activities. Also, the project significantly contributes to the objectives outlined in the *Tanzania Five-Year Development Plan 2020/21-2025/26 (FYDP III)*, which delineates outputs related to child protection, specifically to reduce the percentage of children aged 5-17 engaging in child labour from 24.9% in 2019/20 to 21% in 2025/26. Furthermore, national strategies such as the *National Action Plan for the Elimination of Child Labor for Mainland Tanzania (2009)*, and the *National Strategy on Elimination of Child Labour (2018-2022)* and the *National Plan of Action to End Violence Against Women and Children in Tanzania (2017/8-2021/2)*, currently under review for follow-on strategies, further reinforce the project's alignment with Tanzanian government policies by having addressed the specific challenges identified in these policy documents pertaining to broader child labour. Similarly, in Ghana, the project's coherence with government policies is evident in its alignment with the most recent available *National Plan of Action (Phase II (NPA2)) for the Elimination of the Worst Forms of Child Labour in Ghana (2017-2021)*, which also identifies domestic servitude as a priority area for intervention, alongside fishing, agriculture, and forestry.

To what extent does the project add value to local efforts or to the efforts of other local actors and the two governments while avoiding duplication of effort?

Interviewed government stakeholders suggested that the project's specific contribution rests in its focus on a neglected group of working children. The Former Head of the Child Labour Unit of the Ministry of Employment and Labour Relations in Ghana stressed how the project's objectives aligned well with government priorities. She highlighted, "*The Ministry aims to eliminate child labour, including in domestic work, which is a prioritised area. This project is crucial in addressing one of these prioritised areas.*"

In Tanzania, duty-bearers mentioned projects by various organisations, such as Railway Children and Wadada, focusing on vocational skill empowerment and assisting abused and exploited children. However, the majority acknowledged that “*Many Hands*” added value by delving deeper into the realm of child domestic work, an area often overlooked. A SL (a Chairman) stated, “*The project went further and facilitated easier access to working contracts for child domestic workers, things that no project or any individual has done before.*”

Overall, the project emerges as a trailblazer in a geographic area with similar initiatives in the broader child labour realm, with none specifically targeting domestic work. This distinctiveness presents both an opportunity and a challenge, emphasising the need for pioneering strategies and innovative approaches to address an underrepresented issue. The opportunity lies in setting a precedent and creating a model that can be replicated or adapted in other regions or contexts.

3.3 Effectiveness

Under this section, the evaluator, offers a general assessment of the extent to which the project outcome indicators have been achieved, followed by a presentation of key findings in relation to the evaluation questions for ‘effectiveness’.

Outcome 1: Child domestic workers are better prepared and are supported by their communities in exercising their rights and accessing better socioeconomic opportunities

Number (#) of child domestic workers reached by the project who feel they are able to exercise their rights

The assessment of progress against this indicator was derived from annual endline survey questionnaires conducted by project partners, which include questions aimed at gauging changes in children’s confidence to seek improvements in their working and living conditions. According to the available data at the time of this evaluation, approximately 67% of child domestic workers across both years 1 and 2 reported higher confidence in seeking recognition and negotiating rights. However, gender-disaggregated data was not available.

Number (#) of child domestic workers who participated in vocational trainings or received support and found a new job (disaggregated by country and type of stakeholder)

The vocational training outcomes varied across partner organisations. For instance, none of the children supported by CH through apprenticeship have completed their training and secured new jobs, while LAWA-Ghana supported 2 children in vocational training during Year 2. However, information confirming their transition into new jobs post-training is pending. In Tanzania, 26 children were reported to have transitioned into new jobs during Year 2, of which 19 were female and 7 were male, and 27 in Year 1, of which 21 were female and 6 were male.

Outcome 2: Child domestic work is more visible to authorities, enabling better regulation and enforcement at local, national and international levels

Number (#) of public statements by relevant government officials or relevant stakeholders to support better regulation of child domestic work (disaggregated by country and type of stakeholder)

Limited information was availed by ASI and partners regarding public statements. Moreover, the evaluation interviews with the government stakeholders both in Ghana and Tanzania did not also produce any quantifiable figures of the statements made.

Number (#) of prosecuted cases of abuse of child domestic workers (disaggregated by country)

The evaluation revealed challenges in pursuing legal cases against exploitative employers or caregivers. Partners did not actively seek legal prosecution because of a combination of limited legal resources, concerns about the legal complexities surrounding such cases, and a prevailing lack of confidence among child domestic workers in the legal system. For example, the evaluation found that some employers exploited and abused their own relatives, leading to internal family resolutions rather than legal actions. Also, some children hesitated to report due to perceived evidence gaps, while others, despite reporting, disagreed on the reported incidents to ensure job security.

Number (#) of policy changes or new policies aimed at addressing and better regulate child domestic work (disaggregated by country)

In Tanzania, there has been commendable progress in policy advancement. Advocacy efforts contributed to the development and formal approval of by-laws in Magu District. Additionally, the project has influenced revision of the minimum wage for child domestic workers, resulting in the operationalization of the 2022 New Wage Order from January 1, 2023. However, in Ghana, while initiatives were underway, no new policies have been formally approved or gazetted yet.

Overall, the project has made significant steps towards achieving its outcomes by enhancing the well-being of child domestic workers and advocating for better regulations. The indicators, particularly under Outcome 1, showcased positive progress, with increased confidence among child domestic workers and successful vocational training transitions in Tanzania. Similarly, Outcome 2 witnessed commendable steps, notably in Tanzania with the development of by-laws and revisions to the minimum wage. However, the evaluation identified a critical challenge in the reporting mechanism. Inconsistencies were observed in partner reports, leading to issues of data availability and completeness. There were instances of inconsistent reporting between different quarters, affecting the comprehensive analysis. Furthermore, while the project results framework necessitated data disaggregation by sex, such disaggregation was not always available. These challenges in reporting have impacted the precision and completeness of the analysis, requiring improved reporting standards for future projects.

Now, with respect to each of the evaluation questions that guided the assessment of effectiveness, the ensuing findings are presented as follows:

To what extent do children feel better able to seek and obtain protection within the host family's homes and at the community level?

The project's initiatives in raising awareness and educating host families/ employers have played a pivotal role. "My madam now listens more," shared a child. These awareness initiatives have contributed

to improved relationships, better communication, and a heightened perception of safety, contributing to a better understanding of the rights and needs of child domestic workers among employers.

Moreover, this sense of protection extends within the communities, with children expressing increased confidence in their safety. A girl (from Buswelu, Mwanza, Tanzania) stated, *"People around us, including our employers, know they can't hurt us anymore,"* indicating the change in community attitudes towards protecting child domestic workers.

In creating an environment where child domestic workers can seek and obtain protection, the project has implemented community engagement initiatives and rights-awareness programs targeted at children themselves. Interviews with child domestic workers underscore the palpable shift in their perception of safety.

Many expressed a notable increase in their confidence to seek assistance or report instances of abuse and exploitation, attributing this change to the educational programs and workshops conducted by the project. *"Now, I know I can ask for help if something bad happens,"* articulated a child (from Buswelu), reflecting the knowledge gained through the project's educational initiatives.

Similar points were also made by other interviewed children, as the following quotes illustrate:

"The project taught us our rights. Now I know what I can ask for, and I feel safer because I know I have rights."
(Child, from Nyasaka, Ilemela, Mwanza)

"Before, I was afraid to talk about the bad things happening to me because I thought nobody would believe me. Now, I know where to go and who will help me if something bad happens."

Another child from Kirumba, Ilemela, Mwanza, emphasised feeling stronger and more confident about speaking up against mistreatment; she stated, *"I feel stronger now, knowing I can talk about what's not right."*

Moreover, the project's engagement with local committees and community leaders has provided children with assurance and support systems. *"When I'm in trouble, I can tell our community leader, Balozi wa Mtaa au Mwenyekiti. They'll help,"* said a child, signifying the role of SLs in Tanzania in becoming trustworthy allies in their quest for protection. Employers also stressed that neighbours and community members are now more vigilant and willing to report cases of abuse or exploitation. For instance, a member of a newly-established responsible employers association in Mwanza, Tanzania (JAWAWA) mentioned, *"Nowadays, we are more alert and concerned about the children working in neighbouring households. We make sure they are okay, and if not, we report it."*

What challenges/ barriers to child domestic workers' views and concerns being listened to and actioned has the project addressed, and which barriers have not been addressed from the children's perspectives?

The project has actively engaged with challenges hindering child domestic workers' voices from being heard and their concerns addressed, yet some barriers persist, reflecting the complex nature of their circumstances.

One significant challenge addressed by the participants is the lack of tools or resources for post-vocational training. *"After learning, I couldn't practice because I didn't have the tools,"* shared a child, illustrating the barrier encountered after completing vocational training. The project has started addressing this challenge by providing ongoing support, such as fieldwork replacement, to facilitate the

application of their newly acquired skills. However, this support needs further enhancement and sustained provisions to ensure the practical application of skills beyond training sessions.

Additionally, the project has taken steps to address communication barriers between child domestic workers and their employers. However, persistent power dynamics within the employer-employee relationship remain hurdles to effective communication and understanding, posing challenges to addressing some concerns fully. During an interview, a child recalled a particular incident that left a lasting impact. He stated, *"One day, eggs were eaten by a bird (a crow), leading to breakage and financial loss. However, the employer misunderstood the situation, accusing me of selling the eggs and expressing anger. I was innocent in this regard, but faced the unfair punishment of a beating and being made to sleep outside."* Another child's incident involved accidentally breaking a tea thermos at work, resulting in public scolding and causing significant distress to the child.

Among the institutional barriers to protection identified by the interviewees are limited budget allocations and inadequate general community awareness, affecting the resolution of all cases involving child domestic workers' abuse or exploitation. These barriers hinder comprehensive interventions and highlight the ongoing need for increased resources and education to tackle hidden forms of exploitation effectively.

How (and to which extent) has greater awareness and understanding of exploitation in child domestic work led/ contributed to improved monitoring and/or regulation of its practices by duty bearers?

Increased awareness and understanding among duty-bearers has fostered a more vigilant approach to monitoring child domestic work practices. The positive impact of this heightened awareness is reflected in the increased reporting and interventions, leading to a notable rise in the identification of at-risk children. A Social Welfare Officer of Magu District Council affirmed this shift, stating, *"We are more attentive to signs of abuse and exploitation now. From social welfare abuse, cases reported of child abuse in our office have increased due to the project."*

Moreover, the project's efforts have contributed to enhanced regulation and policy enforcement. *"There's more emphasis on implementing and enforcing child protection laws,"* stated a Social Welfare Officer of Ilmelala Municipal Council. Furthermore, proposed clauses regarding child domestic work within Awutu Senya District's Child Welfare By-Law in Ghana signify the direct influence of the project's outcomes on policy changes at the district/ council level.

Quantitative data gathered from the project documents illustrates a significant uptick in duty-bearers' responsiveness to cases of exploitation. Reports show a 30% increase in the identification of at-risk children by duty-bearers (specifically, CCPCs in Ghana) since the project's inception. These findings align with the project's advocacy and educational campaigns, which have successfully equipped duty-bearers with the necessary knowledge and tools to identify and address exploitation cases effectively.

Are there unexpected results?

The project has encountered few unexpected outcomes that have both positively and negatively influenced its course.

One unforeseen positive outcome was the increased engagement of community members beyond the initial project scope. *"We were surprised by the heightened involvement of neighbours in reporting cases of abuse,"* stated a SL (a Chairman) comparing to the situation before the project. This unanticipated

community engagement reflects a heightened sense of responsibility and vigilance towards child welfare, ultimately bolstering the project's impact.

Additionally, an unexpected but significant outcome was the collaborative relationship that developed between the project and local authorities, culminating in the establishment of committees (CCPCs) in direct response to existing children-focused policies. This collaboration resulted in the implementation of by-laws directly influenced by the project's outcomes, a testament to the project's unanticipated ripple effects on policy changes at the district/ council level.

What are the factors that influenced change?

Several key factors have significantly influenced the project's efficacy in effecting change:

Partnership and Collaboration

The partnership collaboration approach between ASI and the implementing organisations was instrumental in catalysing change and significantly bolstered their capacity to effectively execute the project, particularly in addressing the complexities associated with child domestic work. This collaborative model actively bolstered the capabilities of partner organisations by providing comprehensive training and exposure to rigorous methodologies, encouraging them to surpass conventional project outcomes. Moreover, the partnership dynamics between CH and LAWA Ghana, as well as within TCDWC, exemplified the efficacy of collaboration. For example, in Ghana, the synergy between LAWA Ghana's legal expertise and national-level influence, complemented by CHs' hands-on experience, proved to be transformative. Initially, LAWA Ghana lacked field-level experience, and the collaborative efforts with CH proved invaluable, guiding them through the operational processes effectively. Reciprocally, LAWA Ghana imparted legal expertise to CH, especially in integrating child domestic work concerns into critical policies such as by-laws and the National Plan of Action. Similarly, in Tanzania, the coalition members leveraged each other's unique expertise, resulting in a collective learning environment.

Stakeholder Engagement

Active engagement with stakeholders, including government departments, district officials, CCPCs, SLs, and duty-bearers, has been instrumental in driving change. These engagements heightened awareness and increased reporting of abuse cases, therefore facilitating a supportive environment conducive to addressing child exploitation issues effectively. For example, during a FGD discussion with CCPC in Ghana, a member was quoted saying, *"I also own an information centre where I facilitate all announcements about children's wellbeing and protection. I announce in the mornings, afternoons, and evenings. Other CCPC members also join me at the information centre to facilitate sensitization sessions targeted at parents. We also discuss the roles of parents in the wellbeing of children as well as how employers can engage child domestic workers without abusing them. We facilitate sensitization sessions on child trafficking so that parents will not send their children to Yeji."* This engagement reflects a proactive approach by stakeholders in disseminating information and conducting sensitization sessions aimed at preventing child exploitation. Such collaborative efforts fostered a culture of awareness and responsibility among various community members, resulting in a robust support system for addressing child exploitation effectively.

Responsive Adaptation

The project's responsiveness to evolving needs and unforeseen challenges has been crucial in navigating obstacles. For example, in Ghana, initially, the project partners (CH and LAWA Ghana) adhered to a traditional definition of a *“child domestic worker,”* but after discussions at the national level, they broadened it to include kinship care. This change was made to ensure a more comprehensive and contextual approach to addressing the issue in Ghana. Moreover, the partners in Ghana also had to adapt a new approach (include younger children) based on the realities in their communities. This decision was based on their risk of trafficking and extreme deprivation. For instance, children whose parents are mentally ill or absent were included for their protection, despite not fitting the traditional definition of a *“child domestic worker.”* This adaptability showcases the project's flexibility and willingness to evolve its strategies to better suit the contextual nuances and challenges present within local communities.

Empowerment and Education

Empowering child domestic workers with education and vocational training was transformative. Educational and vocational training opportunities have been pivotal in breaking the cycle of poverty and exploitation. They have empowered children with essential skills and knowledge and given them visions for a life beyond domestic work, contributing to their increased confidence and resilience. The interviews with child domestic workers in Ghana revealed tangible impacts. One child domestic worker expressed her gratitude for the educational support received, mentioning, *“They provided school materials and facilitated my education. Now, my confidence and academic performance have improved. I'm more articulate in English now.”* Another child domestic worker in Ghana highlighted the vocational training provided, stating, *“They provided a sewing machine, a uniform, and covered my training expenses. I've heard about additional classes but haven't been able to attend due to my apprenticeship.”* In Tanzania, child domestic workers similarly shared the positive influence of the project's interventions. One child domestic worker expressed newfound awareness of their rights and responsibilities, saying, *“The project informed me about my rights and responsibilities that I was not familiar with before. Through the Ndenuka Organisation, I was capacitated about my rights as a child domestic worker and my responsibilities. For example, I was not familiar with the Gender Desk, but through my participation, I knew there was a Gender Desk where I could report abuse.”* Additionally, another child domestic worker highlighted the support received from her employer, mentioning, *“My employer supports and encourages me to do extra work so that I can earn more. As I attend vocational classes, my boss allows me to take breaks and encourages me to study hard.”*

Advocacy and Policy Influence

Advocacy efforts and policy changes at the local level have significantly impacted systemic improvements in safeguarding child domestic workers. Notably, the project's active engagement and advocacy for legal reforms yielded tangible results, exemplified by the creation of by-laws at the local level. For instance, apart from the by-law that was developed by the Magu District Council as a result of this project, during an interview with the Community Development Officer of Magu District Council, it was mentioned that *“there are 16 other strategies being set by the department to ensure child domestic workers are protected. For example, the first strategy is to outline the scope of work and prevent sexual abuse to child domestic workers. This is achieved through community gatherings, and we are currently in the second week. The primary aim is to significantly reduce or eliminate abuse against children and women.”* These initiatives, including the development of by-laws focusing on child domestic worker protection

and community-based interventions, underscore the project's advocacy influence in shaping local policies and fostering increased accountability within communities.

What factors and forces contributed to or hampered the achievement of project objectives?

The successful achievement and challenges faced regarding project objectives were influenced by various key factors:

Collaborative Partnerships

The collaboration between ASI and partner organisations played a pivotal role in advancing the project's objectives. This collaborative partnership approach proved instrumental in catalysing change, significantly enhancing the organisations' capacities for each of the three implementing organisations to execute the project with precision. For instance, as highlighted before, the partnership dynamics observed between CH and LAWA Ghana, along with the synergy within TCDW, significantly contributed to achieving the project objectives.

Resource Constraints

The insights from the interviews highlighted the tangible impacts of resource constraints on the quality, duration, and depth of educational and vocational training provided to child domestic workers, emphasising the challenges arising from limited resources in fully meeting the project's objectives. For instance, the child domestic workers highlighted challenges they faced in gaining field experience despite undergoing vocational training programs. They expressed a need for assistance in connecting with companies to gain practical experience, emphasising a lack of field exposure that affected their learning and skill development. Moreover, concerns were raised about the duration and structure of vocational training courses, with both the child domestic workers and employers/ guardians expressing dissatisfaction with the six-month duration, citing difficulties in fully comprehending the course content within the given timeframe. Additionally, there were grievances about unfulfilled promises regarding the provision of essential equipment, such as tailoring machines, upon course completion, specifically in Tanzania, indicating discrepancies between expectations and the actual support provided. Furthermore, participants suggested a need for diversified and combined courses to acquire additional skills, pointing out that a singular focus limited their opportunities for gaining multifaceted expertise. For instance, they proposed a merging of courses, such as combining cookery training courses with hotel management, to provide a more comprehensive and versatile skill set.

Unforeseen Circumstances

The economic impacts of the COVID-19 pandemic introduced challenges, notably inflation and currency fluctuations. The ILO's observation of a global inflation rate increase, which reached 9.2% in March 2022, impacted the estimated budget for various activities, especially local travel, which was affected by rising fuel prices. This inflation influenced other budgetary allocations due to general price increases. Additionally, the sustained depreciation of the Tanzanian shilling, linked to inflation, reduced the TCDWC's funds once converted from other currencies.

Community Engagement

Differences in community participation also influenced the project's outcomes. Strong community engagement, exemplified by the establishment of CCPCs in Ghana, specifically, fostered heightened awareness and intervention. However, variations in community involvement hindered comprehensive impact in certain areas. For example, while awareness campaigns were successful overall, in certain

communities the project experienced limited participation, thereby impacting the depth of interventions. For instance, challenges arose when local gatekeepers initially attempted to exploit the project for their own benefit in Ghana. In response, the project revised its identification process in the second year, incorporating school referrals and verification calls to their centre to ensure accurate identification of children's situations.

How was project learning generated and applied to improve the delivery or effectiveness of activities?

Project learning and adaptations were fundamental in enhancing the delivery of activities. The project actively engaged in adaptive learning cycles, consistently integrating insights from assessments (yearly baselines and endlines), beneficiary feedback, and stakeholder consultations. For instance, feedback from child domestic workers guided the development of educational support programs tailored to their preferences/ needs, such as extra classes and vocational training courses, resulting in increased enrollments and skill acquisitions. Moreover, in Ghana, the initial focus solely on children aged 15-17 underwent adaptation, expanding to include younger children. Despite maintaining a primary focus on children within this age range, CH extended support to those turning 18 while participating, demonstrating the project's learning and adaptability.

Furthermore, the project's ability to swiftly adapt to challenges imposed by the COVID-19 pandemic stands as evidence of its responsive learning and application. The pandemic introduced disruptions, affecting activities, particularly international travel. Delays in launching the project emerged due to ASI staff's inability to engage directly with partners, impacting project timelines. However, the project's inherent flexibility facilitated the achievement of expected outputs, particularly during its inception. Embracing innovative methods like virtual meetings and online communications became integral to ensuring continuous progress. Swiftly transitioning to these innovative methods enabled the uninterrupted implementation of project activities.

Also, economic impacts, such as inflation and currency fluctuations resulting from the pandemic, posed additional challenges, impacting the estimated budget for various activities, especially local travel, which was affected by rising fuel prices. For example, as a result of the sustained depreciation of the Tanzanian shilling, linked to inflation and currency fluctuations, the TCDWC's funds were reduced once converted from other currencies. This influenced further budgetary allocations, underscoring the project's learning and adaptability.

In Ghana, both partners initially faced challenges, including misunderstandings about the nature and scope of child domestic work and difficulties in stakeholder engagement. The partners (CH and LAWA Ghana) adhered to a traditional definition of a "child domestic worker," but after discussions at the national level, they broadened it to include kinship care. This change was made to ensure a more comprehensive and contextual approach to addressing the issue. Furthermore, the partners had to adapt a new approach to include younger children based on the realities in communities in Ghana, considering their risk of trafficking and extreme deprivation. In Tanzania, the project also encountered challenges, particularly concerning the recruitment of child domestic workers for the project. Specifically, the process of identifying and effectively engaging child domestic workers presented specific hurdles due to the intricate nature of their work settings and the diversity within their roles and responsibilities. Overcoming these challenges required tailored approaches that accounted for the nuanced circumstances of each child domestic worker. As a result of these hurdles, the project adapted strategies to build trust and rapport using SLs, allowing for smoother integration and participation of child domestic workers.

3.4 Efficiency

Were the human and financial resources used appropriately and in a timely manner? Were decisions taken that helped enhance efficiency in response to new information?

The project's astute resource management was a cornerstone of its success, effectively utilising both human and financial resources in a timely and judicious manner. Adherence to planned activities ensured the streamlined allocation of funds towards their intended objectives. Financial compliance and progress monitoring through robust reporting mechanisms upheld administrative standards, evidencing the project's adherence to guidelines.

In response to dynamic situations, the project demonstrated nimbleness in decision-making. For instance, in Tanzania, despite challenges due to currency depreciation, resource management remained agile, ensuring the continuation of intended outputs within allocated budgets. Notably, when faced with emergent needs, such as prioritising rescue operations in Ghana or adapting resource allocation in Tanzania, the project pivoted swiftly, attuning activities to evolving project demands.

This adaptability speaks to the project's capacity to respond to changing circumstances. The re-prioritisation of activities was a strategic response aimed at addressing immediate concerns and aligning interventions with the ever-evolving contextual requirements of the target population, showcasing a commitment to maximising efficiency.

To what extent did the partnership approach between ASI and the three implementing organisations contribute to efficiency in relation to strengthened capacity to deliver the project?

The partnership approach between ASI and the three implementing organisations substantially bolstered the project's efficiency and capacity to deliver. It significantly improved the organisational capacities of each of the three implementing organisations, as evidenced by the Coordinator of project activities at LAWA Ghana, who stated, “the project has significantly enhanced our organisational capacity, particularly in areas like budgeting, working with CCPCs, safeguarding issues, and understanding the importance of monitoring and evaluation. The project has also improved our understanding of administrative and operational aspects.” Furthermore, a Monitoring, Evaluation, and Learning Officer at LAWA Ghana added by stating, “the project has provided us with new experiences and introduced us to new concepts, particularly in the area of safeguarding. It has built our capacity to engage more effectively with various stakeholders and handle project implementation challenges.”

Similar points were echoed by CH and TCDWC, as the following quotes illustrate:

“ASI's assessment and training significantly enhanced our administrative and financial processes. They also provided valuable insights on how to engage with the European Union and other stakeholders,” he continued, “ASI's emphasis on efficient planning and reporting, along with their rigorous questioning, spurred us to exceed standard project outcomes. This approach empowered us to engage more effectively with policymakers and strategically utilise our findings for advocacy.” (Senior Manager of Plans and Partnerships at CH)

“The partnership with ASI played a role in fortifying our organisation's capacity to persist in the fight against slavery in child domestic work even beyond the life of this project. They provided essential guidance on safeguarding issues and assisted in establishing a reporting system, empowering children to seek assistance and report instances of abuse and exploitation.” (Coordinator and Program Manager of TCDWC)

Furthermore, the collaboration between the implementing organisations themselves in each country was instrumental in catalysing change and significantly bolstered their capacity to effectively deliver the project. For instance, as mentioned earlier, the collaboration between CH and LAWA Ghana in Ghana, as well as within TCDWC in Tanzania, contributed to efficiency. As aforementioned, initially, LAWA Ghana lacked field-level experience, and the collaborative efforts with CH guided them through the operational processes. Reciprocally, LAWA Ghana imparted legal expertise to CH, especially in integrating child domestic work concerns into critical policies. Similarly, in Tanzania, each of the coalition members was tasked with specific activities based on their varied expertise and resources while also leveraging each other's unique strengths, resulting in a collective learning environment. For example, WAJABU focused on community dialogues, while Ndenuka and Nuru Organization concentrated on directly providing support and empowerment programs to child domestic workers. These collaborations established a balanced approach addressing both immediate child needs and broader systemic issues.

3.5 Impact

To what extent has the project goal been achieved?

The project has made significant steps towards reducing abuse and exploitation of child domestic workers. One of the most notable and significant impacts of the project is the heightened awareness among child domestic workers and their communities regarding children's rights and the harmful nature of child labour. As a result of the project's targeted campaigns and awareness sessions, the evaluation found that both employers and child domestic workers now possess a clearer understanding of their rights, equipped with the knowledge of where and how to report violations and seek assistance.

This heightened awareness has precipitated a visible shift in employer behaviour, with many now fostering caring and supportive environments for child domestic workers and extending support for medical costs and other needs. In Tanzania, it was found that the majority of employers currently have a positive relationship with their child domestic workers, as they treat them as part of the family, and this is because they have understood child domestic workers' rights. An FGD participant was quoted as saying, *"We have a very close relationship with our workers; when she gets sick, I am responsible; before the project, we used their salary to cover their medical costs."*

FGD with employers in Ghana revealed changes in attitude and behaviour towards child domestic workers, as one participant put it, *"LAWA Ghana has helped our community in many ways... They have also taught us to take care of the children and not abuse them, setting bedtime and wakeup time for them, and not letting them go out to sell for long hours."* Employers also acknowledged the impact of the project in liberating children from abusive situations, supporting those not attending school, and fundamentally altering their perceptions regarding the rights and well-being of child domestic workers. An FGD participant added, *"CH came here to free children from slavery, to support children who are not in school or live with people who abuse and maltreat them. We see changes in the lives of our children and our own lives too."*

There are discernible signs of shifting perceptions and attitudes towards child domestic work within communities more broadly. Interviews with employers also revealed a significant change in community attitude about prioritising children's education and well-being over labour demands, as well as a growing inclination to approach community leaders and committees to report cases of exploitation.

Neighbours have become proactive in informing authorities about cases of child domestic workers' abuse or exploitation, something they refrained from doing previously due to fears of jeopardising relationships. One participant said that *"people are now free to face leaders and report cases; even neighbours nowadays are the key informative people who report cases around child domestic workers' abuse or exploitation with nothing to fear at all."* This sentiment echoes another participant's view, as they mentioned, *"Nowadays, neighbours are the leading people in reporting cases around child domestic workers' abuse. Before the project, they feared losing their friendship with the employers, but now there's nothing to fear; they report,"* illustrating the project's impact on transforming community attitudes and norms.

The project's collaboration with local and sub-national stakeholders has led to the formulation of policies, such as the creation of by-laws in the Magu District Council in Tanzania, which have been instrumental in holding individuals/ employers accountable, ensuring the protection of child domestic workers from abuse.

In Ghana, stakeholders' awareness of policy changes and new regulations, such as children's police and education police, has fostered the formation of CCPCs as a result of the project's collaborative efforts with sub-national-level stakeholders. These committees have played a pivotal role in enforcing guidelines and policies related to child domestic work, showcasing the project's commitment to effecting systemic change and safeguarding the rights of child domestic workers at both local and sub-national levels.

3.6 Sustainability

To what extent are the positive changes brought about by the project likely to continue after the end of the project?

The sustainability of the project results is evident through the commitment and interest displayed by stakeholders, particularly government officials and duty-bearers, towards the welfare of child domestic workers. This sustained commitment from duty-bearers is exemplified in their continued engagement, especially in Ghana, where CCPC members, heads of government departmental agencies, and district assemblies have actively participated in discussions and collaborations initiated by the project. Their proactive involvement showcases an improved understanding and willingness to enforce laws and policies regulating child domestic work, ensuring a sustained commitment beyond the project's timeline.

Moreover, findings indicate positive steps in Tanzania, where duty-bearers, specifically district officials across the project districts, have acknowledged policy changes and new regulations regarding child domestic work. These changes have empowered SLs at the community level and other community members (i.e., responsible employers) to ensure accountability and uphold the rights of child domestic workers. Specifically, the formation of the *'Responsible Employers Association' (JAWAWA-Umoja wa Waajiri Kwa Watoto)* in Tanzania, a collaborative effort between project stakeholders and duty bearers and also an enactment of by-laws by the duty bearers/ government officials at Magu District Council, illustrates the tangible impact of engaging government bodies in promoting compliance with legal provisions.

While stakeholders in Ghana and Tanzania have shown commendable commitment, a shared concern emerged during discussions with them. Both CCPC members and responsible employers expressed the need for identification cards that would credential them as advocates and defenders of child workers' rights. This request underscores their desire for tangible symbols representing their

dedication and authority in advocating for the welfare of child workers within their communities. These identification cards were emphasized as essential tools, serving not only to demonstrate their commitment but also to bolster the credibility of their efforts in educating and safeguarding child workers' rights. Additionally, it was highlighted that such credentials could help mitigate potential political interference, ensuring the sustained continuity of their advocacy beyond the project's conclusion.

For instance, one CCPC member emphasised, *"We need ID cards to identify us as CCPC members. This will earn us more respect from the community. As they (LAWA Ghana and CH) are leaving, they should leave us with something we can work with even in their absence."* Echoing this sentiment, another member added, *"The NGOs will go, but we will still be here. That is why we are asking for the ID cards to distinguish us in the work we do. That way, the community will know that the organisations have exited, but their representatives (CCPCs) are still mandated to work."* Similarly, in Tanzania, a member of the Responsible Employers Association (JAWAWA) emphasised, *"We should have ID cards to identify us as defenders of child workers' rights in order to eliminate politics in educating the community."*

While stakeholders expressed enthusiasm and commitment, concerns regarding the project's duration were also raised. Both CCPC members in Ghana and duty bearers in Tanzania voiced the necessity for an extended project duration, emphasising the sustained need for support and initiatives for the welfare of child domestic workers. Their suggestions pointed towards the importance of a longer-term commitment that extends beyond the typical one- to three-year project timelines.

The CCPC members highlighted that a prolonged duration would provide continued assistance and enable them to carry forward the momentum and initiatives established during the project's tenure. Specifically, one CCPC member aptly noted, *"When the project period is short, it does not really yield the full benefits. I believe that if this three-year project had been implemented for about 6 years, it would be helpful."* Another member expressed similar sentiments, stating, *"I am even saddened by LAWA's exit. I wish the project could be extended for another 3 years so that the children are well catered for to a good point before the organisation exits. This is an appeal."* Similarly, duty-bearers in Tanzania echoed this sentiment, emphasising the significance of extended support to ensure a more enduring impact on child domestic workers' welfare.

These concerns highlight the transient nature of the project, which, while impactful in the short term, may not guarantee long-lasting change. The fear is that the progress made in areas such as education, awareness, and child rights might diminish or reverse without the continued presence and support of these organisations. This call for extended project durations stems from an understanding that deep-rooted issues like child domestic work require time for effective resolution and sustainable change, emphasising the necessity of continuity beyond immediate project cycles.

Another critical aspect is the expansion of the scope of support. Duty-bearers in Tanzania emphasised the need to integrate services like mental health support and continuous educational opportunities into forthcoming initiatives. They stressed the importance of such provisions in fostering the holistic development of child domestic workers. This will not only empower them to break free from the cycle of abuse and poverty but will also ensure a sustainable impact that extends beyond the project's conclusion. Furthermore, another duty-bearer emphasised the necessity to extend the project to rural settings, stating, *"The project should scope to rural settings, as this is where these child domestic workers come from, and they need adequate education about their rights before engaging with employers."* He specifically mentioned regions such as Ngara, Kigoma, Geita, and Kagera in Tanzania.

In conclusion, sustainability is deeply linked to the extent of community involvement and ownership. In Tanzania, the establishment of JAWAWA stands as a testament to the success of engaging local stakeholders and fostering a sense of responsibility among employers towards child domestic workers. It serves as an exemplary model for future interventions in Ghana, highlighting the importance of prioritising the establishment of robust community networks akin to the success achieved in Tanzania. Encouraging and nurturing local leadership capable of carrying forward the initiatives launched by project partners is pivotal to ensuring continuity and sustainability well beyond the project's completion.

3.7 Children's Participation and Safeguarding

What do children view as the (positive and/or negative) outcome(s) of their participation?

The outcomes of their participation have been both positive and nuanced. They expressed appreciation for the opportunities provided, acknowledging improvements in access to education and vocational training, as mentioned earlier. They view these interventions positively, recognising the tangible benefits they've received, including skill development and increased confidence. However, challenges persist, such as the need for sustained support and concerns about their future beyond project timelines. Their engagement has enhanced their self-esteem, but uncertainties about long-term support remain a concern for them.

How can their engagement be promoted more effectively in future programming?

To promote more effective engagement in future programming, the perspectives and insights shared by child domestic workers highlight key strategies. Their inputs underscore the critical need for more safe spaces that will encourage open dialogue and further ongoing involvement. Their recommendations emphasised the value of consistent feedback mechanisms and inclusive decision-making processes, reinforcing a sense of ownership and empowerment among child domestic workers. Moreover, tailoring engagement strategies to accommodate their diverse backgrounds, ages, and needs is paramount. Collaborative platforms, such as the JAWAWA formed in Tanzania, offer an exemplary model for promoting sustained engagement. This indicates the importance of fostering partnerships between them and their employers, showcasing a sustainable approach to their involvement in future initiatives.

How effectively have child safeguarding principles and practices been integrated into project implementation?

The project made concerted efforts to embed child safeguarding principles into every phase of its implementation. Robust protocols were established to ensure the protection of child domestic workers, aligning with international standards and local regulations. Regular trainings and workshops were conducted to sensitise the project partner's staff and stakeholders on child safeguarding measures, reinforcing the importance of upholding these principles comprehensively. These measures were not only foundational but were actively upheld even during the evaluation fieldwork, ensuring that children were participating safely and securely throughout the project lifecycle. Furthermore, mechanisms were put in place to enable child domestic workers to report any instances of exploitation or abuse in a safe and confidential manner, signifying the project's unwavering commitment to prioritising the safety and well-being of these vulnerable individuals and integrating safeguarding practices effectively.

What were the main challenges, opportunities and lessons learned?

Despite the aforementioned efforts, challenges persisted. One notable challenge revolved around creating an environment where children felt empowered and secure enough to voice their concerns openly. Cultural barriers, fear of repercussions, and power imbalances between child domestic workers and employers hindered the open disclosure of issues, posing significant hurdles to effective participation. Additionally, the diversity in legal frameworks across project countries posed challenges in uniformly implementing safeguarding practices, necessitating tailored approaches in different contexts to address these complexities.

However, the project identified opportunities within challenges, leveraging them to enhance safeguarding practices significantly. It capitalised on community engagement strategies to foster a culture of trust and openness, encouraging children to express their concerns and needs comfortably. Collaborations with local authorities and stakeholders were instrumental in adapting safeguarding measures to align with regional legal frameworks, highlighting the importance of context-specific approaches and the value of partnerships in navigating diverse legal landscapes. Moreover, the project acknowledged that continual training and capacity-building initiatives were imperative to ensure sustained adherence to safeguarding principles and practices, demonstrating the need for ongoing learning and development in this crucial area.

4

CONCLUSIONS

This section presents:

- 4.1 Relevance
- 4.2 Coherence
- 4.3 Effectiveness
- 4.4 Efficiency
- 4.5 Impact
- 4.6 Sustainability
- 4.7 Children's Participation and Safeguarding

The evaluation was based on the OECD-DAC criteria, namely, *relevance, coherence, effectiveness, efficiency, impact, and sustainability*. Additionally, the Terms of Reference incorporated considerations for the assessment of *children's participation and safeguarding*. The purpose of this evaluation was to assess the achieved results against the stated objectives and the extent to which the overall goal has been reached, as well as how the project has contributed to achieving long-term impact. The conclusions presented in the following sections align with this purpose and are derived from the evaluation questions, providing insights into the project's performance across evaluation criteria.

Relevance

What do (in/ direct) beneficiaries – especially child domestic workers – understand the purpose and aims of project to be?

- The project addressed the critical problems associated with child domestic work, such as delayed monthly salary payments, access to breaks and holidays, and educational opportunities, among others.
- The evaluation revealed a significant understanding among direct beneficiaries (child domestic workers) regarding the project's aims and objectives. Their experiences showcased a deep resonance between their needs and the intended project goals, reflecting the project's intent to establish a secure and nurturing environment for their overall well-being.
- The project's educational support and vocational training resonated positively, enabling children to envision futures beyond domestic work and fostering empowerment.

How do beneficiaries (excluding child domestic workers) perceive the relevance of the project objectives, of the activities implemented and of the changes brought about?

- Interviews with the employers/ guardians of child domestic workers confirmed a growing understanding of child rights.
- Interviews with stakeholders/ duty-bearers confirmed the project's alignment with broader child protection efforts and its influence on policy development, as exemplified by the tangible policy changes seen at the local level, such as the Magu District Council by-law.
- The project's focus on exploitative domestic work contributes significantly to overall 'child protection' work, aligning seamlessly with broader initiatives aimed at safeguarding children's rights and well-being.

- The collaboration with stakeholders, including CCPCs, local authorities, SLs, and duty-bearers, emerged as a cornerstone of the project's success. These agents played pivotal roles in advocating for child domestic workers' rights, raising awareness, and supporting vulnerable children. Despite resource constraints, their commitment to enhancing their capacity further underscores the ongoing necessity for increased resources and education to address hidden forms of exploitation effectively. This aligns closely with the project's objectives, emphasising the need for additional training, financial support, and access to necessary tools to resolve cases of abuse involving child domestic workers comprehensively.

Based on the above relevance assessments and as measured by *the extent to which (in/ direct) beneficiaries - especially child domestic workers - understand the purpose and aims of the project and how beneficiaries (excluding child domestic workers) perceive the relevance of the project objectives, activities implemented, and changes brought about*, relevancy is rated satisfactory.

Coherence

To what extent is the project coherent with other interventions within and outside ASI and project partners with a similar objective?

- In Ghana, the project's synergies with the recently concluded *SECRIFISE* project aim to secure child rights in the fisheries sector, aligning with the broader objective of addressing child labour concerns.
- Similarly, in Tanzania, projects like *Railway Children's Kivuko Project* and Plan International's efforts complement the project's aims in different regions, sharing common goals of rescuing vulnerable children and addressing child labour concerns.
- Additionally, the project aligns seamlessly with child protection measures outlined in the *Tanzania Child Development Policy of 1996* and the *Tanzania Five-Year Development Plan 2020/21-2025/26 (FYDP III)*. It fills crucial gaps in unaddressed areas, accelerating the implementation of these plans.
- Furthermore, the project aligns with Tanzanian national strategies such as the *National Action Plan for the Elimination of Child Labour*, the *National Strategy on Elimination of Child Labour (2018-2022)*, and the *National Plan of Action to End Violence Against Women and Children in Tanzania (2017/8-2021/2)*, currently under review for follow-on strategies.
- The project's alignment with government policies, such as *Ghana's NPA2 for the Elimination of the Worst Forms of Child Labour*, further underscores its coherence with established strategies.
- The project stands as a trailblazer in the broader child labour realm but lacks initiatives specifically targeting the domestic work paradigm. This uniqueness highlights an opportunity and a challenge: pioneering strategies and innovative approaches to address an underrepresented issue. While pioneering this effort, the project faces the challenge of navigating uncharted territory without established benchmarks or best practices from similar local initiatives, requiring innovative approaches, continuous learning, and adaptability.

To what extent does the project add value to local efforts or to the efforts of other local actors and the two governments while avoiding duplication of effort?

- Interviews and participant insights confirmed the project's alignment with government priorities, providing crucial insights for policy formulation and significantly contributing to local efforts to eliminate child labour. This alignment with larger coordinated efforts to protect

children's rights and welfare prevents isolation and upholds child protection principles enshrined in laws.

- The project's distinctive contribution in areas overlooked by other similar initiatives, particularly in facilitating easier access to working contracts for child domestic workers, differentiates its unique value addition within the broader realm of child labour.
- The project's role in facilitating the development and implementation of by-laws in districts showcases its added value to local governance efforts, reinforcing child protection measures, and fostering sustainable change at the grassroots level.
- By integrating seamlessly with national and regional child protection frameworks, the project avoided duplicating existing initiatives and upheld child protection principles. Its collaborative approach streamlines efforts, leverages resources effectively, and ensures a unified strategy towards safeguarding children's rights and welfare in targeted project districts.

Based on the above coherence assessments and as measured by *to what extent the project is coherent with other interventions within and outside ASI and project partners with a similar objective, and to what extent does the project add value to local efforts or to the efforts of other local actors and the two governments while avoiding duplication of effort*, coherence is rated satisfactory.

Effectiveness

To what extent have project outcomes been achieved?

- Generally, the evaluation revealed substantial progress in achieving its outcomes, notably in enhancing child domestic workers' well-being and advocating for improved regulations. Key findings from Outcome 1 indicated positive advancements, including heightened confidence among child domestic workers and successful vocational training transitions. Outcome 2 similarly showcased commendable steps, particularly in Tanzania, with the establishment of by-laws and revisions to the minimum wage. Specifically:
 - The project's efforts in raising awareness, educating stakeholders, and empowering child domestic workers have resulted in a tangible improvement in the safety and protection felt by these children.
 - The project, by boosting the perception of safety within host families and the broader community, is now exhibiting increased confidence in seeking assistance or reporting abuse, reflecting a notable transformation.
 - Remarkably, community awareness campaigns led to a shift in attitudes, making neighbours and community members more vigilant and proactive in identifying and reporting cases of abuse or exploitation. Moreover, the engagement with CCPCs and SLs has provided a safety net, ensuring these children have trustworthy allies to turn to in times of trouble.
 - The project's focus on raising awareness about exploitation in child domestic work has impacted duty-bearers, leading to heightened vigilance and improved practices in monitoring and regulating these circumstances. This increased awareness has made duty-bearers more attentive to signs of abuse and exploitation, resulting in a rise in reported cases and interventions to protect at-risk children.
 - Furthermore, the project influenced policy enforcement and regulation. There's been a noticeable emphasis on implementing and enforcing child protection laws, as evidenced by actions like the implementation of the *New Wage Order* in Tanzania and proposed clauses in Ghana's Child Welfare By-Law directly influenced by the project's

outcomes. Quantitative data also supports this shift, showing a 30% increase in identifying at-risk children by duty-bearers since the project's inception, indicating the success of the advocacy and educational campaigns in equipping duty-bearers with the necessary tools to address exploitation.

- Unexpected outcomes, both positive and negative, have shaped the trajectory of the project. Unexpectedly positive was the increased community engagement, with neighbours actively reporting abuse cases, elevating vigilance for child welfare, and extending the project's impact. Equally unforeseen was the collaboration between the project and local authorities, resulting in the establishment of committees and influential policy changes at the district level.
- However, challenges emerged. Unforeseen hurdles included limited post-training resources hindering practical skill application, affecting the full benefit of vocational training. Delays in prosecuting abuse cases against employers or guardians posed significant challenges, attributed to bureaucratic processes, evidence gaps, and complex familial dynamics. Some cases were resolved internally within families, and fear of job loss deterred reporting, uncovering complexities beyond mere evidential limitations and impeding swift justice for affected children.

What are the factors that influenced change?

- Collaborative partnerships between ASI and implementing organisations fostered a supportive learning environment, exemplified by synergistic collaborations such as CH and LAWA Ghana, showcasing the transformative impact of shared expertise.
- Active stakeholder engagement heightened awareness and reporting of abuse cases, fostering a supportive environment.
- The project's adaptability, seen in redefining "*child domestic workers*" and adapting strategies in Ghana, reflected a contextual approach to address evolving needs.
- Empowerment through education and vocational training showcased tangible impacts on children's confidence and awareness of their rights.
- Advocacy efforts yielded policy changes, as evidenced by the creation of protective by-laws and community-focused initiatives, highlighting the project's influence in shaping policies and enhancing community accountability.

What factors and forces contributed to or hampered achievement of project objectives?

- Collaborative partnerships between ASI and local implementing organisations were pivotal, enhancing capacities and guiding achievements.
- Resource constraints significantly impacted educational and vocational training quality and duration, affecting the child domestic workers' skill development.
- Unforeseen events like the COVID-19 pandemic disrupted timelines but spurred innovative solutions to continue progress.
- Economic impacts, such as inflation and currency fluctuations, also affected budget allocations and activities.
- Community engagement varied, with strong involvement in some areas, like the establishment of CCPCs in Ghana, but limitations in others, impacting the depth of interventions and awareness campaigns. Challenges also arose from local gatekeepers' attempts to exploit the project in certain communities, necessitating revised identification processes for children in need.

How was project learning generated and applied to improve the delivery or effectiveness of activities?

- Adaptive learning cycles integrate assessments, beneficiary feedback, and stakeholder consultations, guiding tailored educational programs and expanding support for younger children in Ghana.
- The project swiftly adapted to the challenges posed by the COVID-19 pandemic, using innovative methods like virtual meetings to ensure uninterrupted progress.
- Economic impacts, like inflation and currency fluctuations, prompted adjustments in budget allocations, showcasing adaptability.
- In Ghana, partners broadened the definition of “child domestic worker” after national-level discussions, ensuring a more comprehensive approach.
- Challenges in Tanzania included the complex process of engaging child domestic workers, requiring tailored approaches and the use of SLs to build trust for effective integration.

Based on the assessments of project outcomes, considering the extent of achievement and an understanding of the influential factors that drove change and the forces that both contributed to and impeded the realisation of project objectives, effectiveness is rated satisfactory.

Efficiency

Were the human and financial resources used appropriately and in a timely manner? Were decisions taken that helped enhance efficiency in response to new information?

- The project effectively managed both human and financial resources, adhering to planned activities and utilising funds appropriately for intended objectives.
- The project also demonstrated agility in decision-making, adapting resource allocation in response to dynamic situations like currency fluctuations in Tanzania and emergent needs in Ghana.

To what extent did the partnership approach between ASI and the three implementing organisations contribute to efficiency in relation to strengthened capacity to deliver the project?

- ASI's facilitation and coordination role streamlined stakeholder efforts towards eradicating child labour, enhancing expertise in project management and policy influence.
- Notably, the collaboration improved the organisational capacities of the implementing organisations, evident in their enhanced knowledge and skills in various areas like budgeting, stakeholder engagement, and monitoring.
- Within each country, collaborative efforts between organisations catalysed change, with mutually beneficial exchanges of expertise. For instance, in Ghana, LAWA Ghana gained operational insights from CH while imparting legal expertise. In Tanzania, collaborative efforts leveraged varied strengths, engaging different organisations for tailored interventions.
- Involvement of the community (i.e., responsive employers), CCPCs, and SLs further amplified project efficiency, allowing culturally sensitive interventions and cost-effective engagement with communities.

Based on the assessment of project efficiency, considering human and financial resource utilization, adaptability to new information, and the collaborative partnership approach between ASI and the implementing organizations, efficiency is rated satisfactory.

Impact

To what extent has the project goal been achieved?

- The project has made significant steps towards its goal of empowering child domestic workers to break free from exploitation and poverty.
- Notably, improved working conditions, increased awareness of rights among workers and employers, and enhanced educational opportunities demonstrate substantial progress. There's a clear shift in employer behaviour towards more supportive environments, aligning with the project's aims.
- Increased school enrollment, better educational outcomes, and liberating children from exploitative conditions in Ghana illustrate tangible success.
- Moreover, the project's efforts in reintegrating rescued children into education and vocational training underscore its commitment to achieving its primary objectives, exhibiting both immediate impact and sustained commitment towards realising its goals.

To what extent/ what are the signs that the project is contributing to or generating changes in systems, norms and children's in domestic work conditions/ well-being?

- The project's community engagement initiatives have begun to reshape perceptions and attitudes surrounding child domestic work, signalling early signs of systemic change. Increased awareness and shifting norms are evident through stakeholders' altered attitudes towards children's rights and exploitation prevention. Neighbours and community members now actively report cases, a shift from previous fears of jeopardising relationships.
- Collaboration with local stakeholders has led to tangible systemic changes, as evidenced by policy reforms and the establishment of committees in response to national policies.
- The project's influence in shaping regulations and fostering accountability showcases its role in transforming systemic structures and ensuring the protection of child domestic workers.
- In Ghana, the formation of CCPCs stands as a testament to the project's commitment to enacting change at local and sub-national levels, reinforcing child protection policies, and safeguarding the rights of child domestic workers.

To what extent and how has the project contributed to addressing drivers of child vulnerability to severe exploitation in domestic work?

- Through targeted campaigns and educational sessions, the project has not only increased awareness but has also educated employers on their legal and ethical responsibilities, leading to tangible changes in how children are treated and cared for within these settings. This is evident in testimonials from employers who highlighted improvements in working conditions, emphasising the project's role in altering perceptions and fostering a deeper understanding of children's rights and well-being. These changes directly combat the underlying factors contributing to child vulnerability in domestic work, making significant steps in addressing core issues that expose children to exploitation.

To what extent and how has the collaborative partnership approach enhanced the organisational capacities of each involved entity to sustain their contributions towards eradicating child domestic work and slavery, extending well beyond the project's duration?

- Through shared knowledge and experiences, the implementing organisations have enhanced their capabilities in crucial areas such as budgeting, safeguarding, and monitoring, enabling them

to adapt strategies for long-term impact. The collaborations between these entities within each country have further amplified their strengths, fostering a sustainable approach to combating child labour even after the project's conclusion.

Based on the impact assessments across *project objectives, contributions to systemic changes, addressing vulnerabilities, and enhancing organisational capacities*, the project's impact is rated satisfactorily.

Sustainability

To what extent are the positive changes brought about by the project likely to continue after the end of the project?

- The project has achieved commendable success in fostering sustainable change, particularly in enhancing stakeholders' commitment and instituting policy changes.
- The sustained engagement of government officials in Ghana and Tanzania demonstrates a promising continuation of efforts post-project. However, stakeholders' requests for tangible symbols of authority, such as identification cards, highlight their desire for enduring recognition and continuity in advocating for child workers' rights.
- Concerns about the project's duration emphasise the need for extended support and expanded services to ensure a lasting impact, addressing mental health and educational needs, especially in rural areas.
- Sustainability hinges on community involvement and local leadership, necessitating the replication of successful models seen in Tanzania across project sites to ensure the enduring success of these initiatives.

Based on the above sustainability assessment and as measured by *to what extent the positive changes brought about by the project are likely to continue after the end of the project*, sustainability is rated satisfactory.

Children's Participation and Safeguarding

To what extent - and how – have child domestic workers been able to influence project planning and implementation?

- The active involvement of child domestic workers in the project's planning and implementation has been transformative. Their direct contributions, rooted in their experiences and needs, have fundamentally shaped various project aspects. Their insights influenced the design of educational and vocational programs, empowering them with agency in choosing courses aligned with their aspirations. Additionally, their participation in discussions and community sessions provided crucial firsthand perspectives that guided the customisation of interventions, ensuring relevance and effectiveness in addressing their specific challenges.

What do children view as the (positive and/or negative) outcome(s) of their participation?

- The children's participation yielded positive outcomes in terms of improved access to education and vocational training, contributing to skill development and increased confidence. They appreciate these opportunities and acknowledge the benefits they've gained.
- However, their participation also surfaced concerns about the sustainability of support beyond the project's duration, leading to uncertainties about their future. While their involvement

bolstered their self-esteem, the need for sustained, long-term support remains a pressing concern for them.

How can their engagement be promoted more effectively in future programming?

- To enhance their engagement in future programs, child domestic workers stressed the necessity of safe spaces and encouraged ongoing dialogue. They advocate for consistent feedback mechanisms and inclusive decision-making, fostering ownership and empowerment. Recognising their diverse backgrounds and needs, tailored engagement strategies are vital.
- Collaborative platforms like Tanzania's JAWAWA highlight sustained engagement through partnerships between children and employers, serving as a model for future initiatives.

How effectively have child safeguarding principles and practices been integrated into project implementation?

- The project prioritised child safety by integrating robust safeguarding principles at every stage. From stringent protocols aligned with international standards to regular partner staff training, they ensured comprehensive protection. Even during the evaluation data collection, measures were in place to ensure the safety of participating children.

What were the main challenges, opportunities and lessons learned?

- The project faced challenges in empowering children to speak up due to cultural barriers and power dynamics.
- Varied legal frameworks across countries required tailored approaches, posing implementation challenges. However, opportunities arose from these challenges. Community engagement fostered trust, enabling children to express their concerns freely. Collaborations with local authorities allowed adaptations to diverse legal landscapes. Continuous training emerged as crucial for sustained adherence to safeguarding, emphasising the necessity for ongoing learning and development in this area.

Based on the above assessments of children's participation and safeguarding, *considering their influence on project planning, their acknowledgment of positive outcomes, and the identified areas for future improvement, alongside effective integration of safeguarding principles despite encountered challenges and identified opportunities for enhancement*, children's participation and safeguarding are rated satisfactory.

5

SPECIFIC RECOMMENDATIONS

This section presents:

5.1 Specific Recommendations

Evaluation Question	Recommendations	Who is responsible, timeframe	Any resource implications (financial, human)
RELEVANCE			
What do (in/ direct) beneficiaries – especially child domestic workers – understand the purpose and aims of project to be?	–	–	–
	–	–	–
How do beneficiaries (excluding child domestic workers) perceive the relevance of the project objectives, of the activities implemented and of the changes brought about?	<p>1. <u>Continuous sensitization campaigns/ workshops and educational efforts</u> to deepen understanding of child rights to reinforce understanding and awareness especially for employers/ guardians who still have limited knowledge across the project districts. For instance, in Ghana, many still view child domestic work as a customary practice or a necessary economic decision, lacking awareness of its long-term detrimental effects on children's education, development, and rights.</p> <p>2. <u>Additional capacity building workshops and training sessions to CCPCs and SLs</u> to be able to resolve all</p>	<p>The whole project team (ASI & project partners), quarterly workshops to ensure a consistent update</p> <p>The whole project team (ASI & project partners) and stakeholders (CCPCs & SLs), quarterly</p>	<p>Financial: Budget allocation for materials, outreach and ads, and workshops facilitation/ logistics</p> <p>Human: Recruitment of facilitators for sensitization efforts within the project partners or CCPCs or SLs/ JAWAWA</p> <p>Financial: Budget allocation for training materials, venue/ logistics, and facilitators who should be from the project partners</p>

	cases of abuse involving child domestic workers, specifically those where some parents or relatives of a child domestic worker <u>deny a child's status</u> as a “domestic worker”. This should be coupled with financial support and access to necessary tools.		Human: Facilitators from within the project partners
COHERENCE			
To what extent is the project coherent with other interventions within and outside ASI and project partners with a similar objective?	–	–	–
To what extent does the project add value to local efforts or to the efforts of other local actors and the two governments while avoiding duplication of effort?	3. Creation of a <u>best practice guide SPECIFIC for addressing child domestic work</u> , setting a precedent and a model that can be replicated or adapted in other regions or contexts or by other organisations. This is essential as the project pioneered solutions in an area where initiatives specifically targeting this issue are lacking, allowing the project to set a valuable precedent and model for replication. Child domestic workers operate within a complex socio-economic and cultural context, often misunderstood, highlighting the necessity to address this gap in child protection and labour rights, where this project played a pivotal role.	The whole project team (ASI & project partners) and stakeholders (CCPCs & SLs), last 3 months of the project or first 3 months after the project	Financial: Budget allocation for research (for content), designing and printing of the guide Human: Engage experts, CCPCs, SLs, and affected children in guideline creation process
EFFECTIVENESS			
Monitoring and Evaluation:			

<p>To what extent have project outcomes been achieved? Specifically:</p> <ul style="list-style-type: none"> • To what extent do children feel better able to seek and obtain protection within the host family's homes and at the community level? • What are children's accounts of the changes in their ability to exercise their rights to protection? • To what extent do they feel safer within their host families' homes and within their communities? • What challenges/ barriers to child domestic workers' views and concerns being listened to and actioned has the project addressed, and which barriers have not been addressed from the children's perspectives? • How (and to which extent) has greater awareness and understanding of exploitation in child domestic work led/ contributed to improved monitoring and/or regulation of its practices by duty bearers? • Are there unexpected results? 	<p>4. <u>Enhance reporting mechanism for data collection and reporting consistency:</u> The evaluation revealed inconsistencies in partner reports, affecting data availability and completeness, impacting the overall quantifiable analysis. Implementing a structured M&E plan aligned with the project's indicators could enhance data tracking and consistency in reporting among partners.</p>	<p>ASI M&E Lead and the project partners, within the next project cycle</p>	<p>Financial: Potential need for additional/ improved tools for streamlined data collection and a software/ an M&E system/ plan for tracking project indicators</p> <p>Human: Training for project partners' staff on <u>standardized</u> reporting procedures</p>
	<p>Project Management:</p>		
	<p>5. <u>Sustain and enhance post-training support:</u> The project must maintain and strengthen post-training support to empower child domestic workers to effectively utilise their vocational skills. As highlighted during the evaluation, participants identified a notable challenge: the absence of tools or resources for post-vocational training. While the project has initiated steps to tackle this issue by offering ongoing support, like fieldwork replacement, for applying newly acquired skills, it requires further enhancement and sustained provisions to ensure practical skill application extends beyond training sessions.</p>	<p>The whole project team (ASI & project partners) and the vocational training partners, ongoing throughout and beyond project duration</p>	<p>Financial: Budget allocation for tools and resources</p> <p>Human: Project partner staff engagement for continuous support and guidance</p>
	<p>6. <u>Please refer to recommendation 1 above:</u> Here it should be specifically for addressing the persistent power dynamics within the employer-employee relationship/ the communication barriers between child domestic workers and their employers, who still have limited knowledge across the project districts.</p>	<p>The whole project team (ASI & project partners), quarterly workshops to ensure a consistent update</p>	<p>Financial: Budget allocation for materials, outreach and ads, and workshops facilitation/ logistics</p> <p>Human: Recruitment of facilitators for sensitization efforts within the project partners or CCPCs or SLs/ JAWAWA</p>

	7. <u>Please refer to recommendation 2 above:</u> Here it should be for addressing the systemic challenges that affect the resolution of some cases involving child domestic workers' abuse or exploitation.	The whole project team (ASI & project partners) and stakeholders (CCPCs & SLs), quarterly	Financial: Budget allocation for training materials, venue/ logistics, and facilitators who should be from the project partners Human: Facilitators from within the project partners
What are the factors that influenced change?	–	–	–
What factors and forces contributed to or hampered the achievement of project objectives?	8. <u>Enhance vocational training</u> programs to ensure that participants gain a profound understanding of the course content, enabling them to effectively apply their skills and knowledge in real-world scenarios relevant to their vocational field. For instance, extending the duration by increasing the <u>number of classes</u> or extending the programs <u>beyond the six-month duration</u> . Additionally, addressing the resource constraints identified in interviews, particularly focusing on providing child domestic workers with ample field experience opportunities, the project partners should facilitate connections with companies for practical experience.	The whole project team (ASI & project partners) and the vocational training partners, within the next project cycle <u>For practical field experience:</u> The whole project team (ASI & project partners), ongoing with immediate facilitation	Financial: Budget allocation for training and resources <u>For practical field experience:</u> Financial: Budget allocation for connecting child domestic workers with companies Human: Project partner staff engagement for continuous support and guidance
	9. Review and provide agreed-upon <u>equipment</u> e.g., tailoring machines in Tanzania, and also introduce a support system for beneficiaries to access initial capital in the form of financial assistance, micro grants, or the establishment of a revolving fund	The whole project team (ASI & project partners), last 3 months of the project	Financial: Budget allocation for equipment provision and initial capital
	10. <u>Introduce diversified skill courses</u> for the child domestic workers to	TCDWC and the vocational training partners, within the next project cycle	Financial: Budget allocation for training and resources

	acquire additional skills, gaining multifaceted expertise		Human: Project partner staff engagement for continuous support and guidance
How was project learning generated and applied to improve the delivery or effectiveness of activities?	–	–	–
EFFICIENCY			
Were the human and financial resources used appropriately and in a timely manner? Were decisions taken that helped enhance efficiency in response to new information?	–	–	–
To what extent did the partnership approach between ASI and the three implementing organisations contribute to efficiency in relation to strengthened capacity to deliver the project?	–	–	–
IMPACT			
To what extent has the project goal been achieved?	–	–	–
To what extent/ what are the signs that the project is contributing to or generating changes in systems, norms and children in domestic work conditions/ well-being?	–	–	–
To what extent and how has the project contributed to	–	–	–

addressing drivers of child vulnerability to severe exploitation in domestic work?			
To what extent and how has the collaborative partnership approach enhanced the organisational capacities of each involved entity to sustain their contributions towards eradicating child domestic work and slavery, extending well beyond the project's duration?	–	–	–
SUSTAINABILITY			
To what extent are the positive changes brought about by the project likely to continue after the end of the project?	<p>11. <u>Establish post-project support mechanisms</u>: This recommendation arises from the necessity to sustain the impact of the project beyond its conclusion. Establishing post-project support mechanisms will ensure a smooth transition for beneficiaries, maintain the progress achieved, and reinforce project outcomes. For example, the issuance of ID cards, as proposed by CCPCs and JAWAWA, would credential them as advocates and defenders of child workers' rights beyond the project's conclusion. However, the scope of their engagement should be clearly agreed upon with the local authorities or SLs.</p>	Project partners and stakeholders (CCPCs, SLs, JAWAWA, etc.), post-project phase (at most first 3 months after the project)	<p>Financial: Budget allocation for transitional support programs (i.e., ID card production, workshop facilitation costs for agreeing with them on the scope of their engagement, etc.).</p> <p>Human: Identification of responsible teams (i.e., within the project partners or CCPCs or SLs/ JAWAWA) to manage and sustain these initiatives beyond the project's duration</p>
	<p>12. <u>Develop transition plans for children's education and skill development</u>: This recommendation is prompted by the significance of ensuring a seamless</p>	Project partners, last 3 months of the project	Financial: Budget allocation for facilitating the transition.

	transition for child domestic workers/ beneficiaries from project-supported education and skill development to continued opportunities. Clear transition plans are essential to sustain the progress made, offering a structured pathway for ongoing educational or vocational support.		Human: Creating a team to monitor and facilitate this transition
13.	<u>Extension of project duration beyond the typical one- to three-year project timelines:</u> Stakeholders call for a prolonged duration of the project to provide continued assistance to enable them to carry forward the momentum and initiatives established during the project's tenure. One of the CCPC members insisted that <i>“when the project period is short, it does not really yield the full benefits. I believe that if this three-year project had been implemented for about 6 years, it would be helpful.”</i> The fear is that the progress made in areas such as education, awareness, and child rights might diminish or reverse without continued presence and support, given that deep-rooted issues like child domestic work require time for effective resolution and sustainable change.	ASI & Norad, medium to long-term	Financial: Additional funding allocation Human: Extended ASI project team and partner teams' involvement, staffing continuity
14.	<u>Expansion of project scope to rural settings</u> where these child originates, and integration of holistic support services (i.e., mental health support, etc.)	ASI & Norad, TCDWC, within the next project cycle (medium-term)	Financial: Increased budget for rural outreach, additional service provisions Human: Expanded team involvement, training for new services
CHILDREN'S PARTICIPATION AND SAFEGUARDING			

To what extent - and how – have child domestic workers been able to influence project planning and implementation?	–	–	–
What do children view as the (positive and/or negative) outcome(s) of their participation?	15. <u>Please refer to recommendations 12 & 13 above:</u> The implementation of extended support mechanisms for continued impact was voiced by the child domestic workers, reflecting their uncertainty about their future beyond project timelines. Their engagement has enhanced their self-esteem, but uncertainties about long-term support remain a concern for them.	Project partners and stakeholders (CCPCs, SLs, JAWAWA, etc.), long-term	Financial: Budget allocation for extended support initiatives Human: Identification of responsible teams (i.e., within the project partners or CCPCs or SLs/ JAWAWA) for continuous assistance and guidance
How can their engagement be promoted more effectively in future programming?	–	–	–
How effectively have child safeguarding principles and practices been integrated into project implementation?	–	–	–
What were the main challenges, opportunities and lessons learned?	16. The stakeholders need to <u>continue</u> the project's act of tailoring the safeguarding approaches to overcome cultural barriers and legal complexities, fostering an environment where child domestic workers will continue to feel secure enough to voice concerns openly.	Stakeholders (government departments, district/ local authorities, and SLs), ongoing and contextual	Financial: Budget allocation for legal adaptations Human: For training, legal consultation, community engagement initiatives, and capacity-building efforts

6

LESSONS LEARNED AND GOOD PRACTICES

This section presents:

6.1 Lessons Learned and Good Practices

The insights gathered from the evaluation findings and recommendations yield several valuable lessons learned and good practices:

Partnership collaboration: Collaborative efforts among diverse stakeholders, including ASI and project partners, governmental bodies, and local communities, played a tangible role in the project's success. The pooling of collective expertise and resources facilitated the implementation of targeted interventions and ensured a well-rounded approach to effectively tackle a complex issue. For instance, the involvement of governmental bodies ensured the alignment of project activities with national policies, while local communities played a crucial role in facilitating grassroots awareness and support. The collective expertise of ASI and project partners allowed for the development and implementation of targeted interventions, combining resources to create a more impactful and sustainable response to the challenges posed by child domestic work.

Policy influence and advocacy: The project's impact extended beyond grassroots challenges and influenced governmental policies and local by-laws, showcasing the reduction of gaps between national and sub-national laws and local communities' realities. This underscores the importance of advocating at the right decision-making levels to bridge the divide and adapt legal standards around the protection of children's rights to better align with the nuanced understanding within local communities.

Community engagement and awareness: Successful engagement strategies, including workshops and awareness campaigns, significantly heightened awareness within communities about child domestic labour. Mobilizing and sensitizing grassroots populations proved effective in fostering vigilance and responsiveness towards child labour issues.

Targeted skill development and empowerment: Vocational training programs equipped child domestic workers with new skills. However, ensuring adequate training duration and access to tools post-training is crucial to effectively apply these acquired skills and enhance economic empowerment.

Local-Level engagement and support: Establishing district-level focal points and supporting local initiatives, like JAWAWA, can enhance project awareness, communication, and advocacy efforts at the grassroots level.

Advocacy through identification and credentials: Providing credentials and identification for responsible employers, such as JAWAWA, can strengthen their advocacy role and eliminate barriers in promoting child workers' rights.

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7

APPENDICES

This section presents:

Appendix 1: Data Collection Instruments

Appendix 2: List of Persons or Organisations Interviewed

Appendix 3: Human Interest Stories

Appendix 4: Terms of Reference - End of Project Evaluation

Appendix 1: Data Collection Instruments

TOOL 1: FOCUS GROUP DISCUSSION GUIDE FOR THE CHILD DOMESTIC WORKERS

District: _____ Ward: _____

Date: _____ Time: _____

Name of Moderator: _____

Name of Note Taker: _____

#	Question	Response (Both quantitative and qualitative will be inquired and recorded)		
1.0	PROJECT EVALUATION: RELEVANCE, CHILDREN'S PARTICIPATION AND SAFEGUARDING			
1.1	Do you know why you are part of this project?	Yes <i>(will count and record raised hands to arrive to a quantity)</i>	No <i>(response for this will be subtracted from those who said yes to arrive to a quantity)</i>	Choose not to answer
	If yes, can anyone explain it? <i>(To be responded by few who said yes)</i>			
	What are your thoughts on the project and its impact on your life? <i>(Again, to be responded by few who said yes)</i>			
1.2	What is your favourite thing about this project, or what happened because of it that you really liked?			
1.3	Did this project make it easier for you to talk about things that bother you or things you're worried about?	Yes	No	Choose not to answer
	If yes, can you share an example? <i>(To be responded by few who said yes)</i>			

1.4	Is there anything you don't like or don't understand about the project?			
2.0	PROJECT EVALUATION: EFFECTIVENESS, CHILDREN'S PARTICIPATION AND SAFEGUARDING			
2.1	[OUTPUT]: Have you received any legal, psychosocial, or economic support as a result of the project?	Yes <i>(will count and record raised hands to drawing, utilising sample pictures as a means of verification)</i>	No <i>(response for this will be subtracted from those who said yes to arrive to a quantity)</i>	Choose not to answer
	If yes, can anyone share if/ how access to these support services has brought about changes in your condition? <i>(To be responded by few who said yes)</i>			
2.2	[OUTCOME Indicator 1.2/Access new jobs/better socio-economic opportunities]: [Output 1]: Did you learn new skills or get help finding a different job through the project?	Yes <i>(will count and record raised hands to drawing, utilising sample pictures as a means of verification)</i>	No <i>(response for this will be subtracted from those who said yes to arrive to a quantity)</i>	Choose not to answer
	If yes, can anyone tell us what skills did she/he learned? <i>(To be responded by few who said yes)</i>			
	Have these skills helped you to find a better job? How is your new job different from your previous one as a domestic worker? <i>[Note]: In Tanzania some children have continued to do domestic work while being engaged in a second job using vocational skills acquired.</i>			
2.3	AND/OR [OUTPUT 2: Formal Education] Were you helped to go back to or do better at school?	Yes <i>(will count and record raised hands to arrive to a quantity)</i>	No <i>(response for this will be subtracted from those who said yes to arrive to a quantity)</i>	Choose not to answer
	If yes, what positive changes have you experienced since going back to school or since starting to go to remedial classes? Do you still have chores to do before or during school hours which make you get late to school or make you tired/ sleepy when you're in class? <i>(To be responded by few who said yes)</i>			

	<p>[OUTPUT]: Have you attended awareness-raising sessions on the rights of the child?</p> <p>Can anybody give us examples of key child domestic worker's rights? In your views, what are the 'core' rights of child domestic worker?</p>	<p>Yes</p> <p><i>(will count and record raised hands to arrive to a quantity)</i></p>	<p>No</p> <p><i>(response for this will be subtracted from those who said yes to arrive to a quantity)</i></p>	<p>Choose not to answer</p>
2.4	<p>[OUTCOME 2/## of child domestic workers who feel they are able to exercise their rights]: Since you've learned about your rights as a child domestic worker, has your relationship with the employer/ carer changed in any way?</p> <p>Has it made it any easier for you to speak with your employer (or her husband) about improving working conditions?</p> <p>If yes – any examples that you can/ wish to share with us of if/ how you were able to engage with your employer and got her to agree to improve things for you?</p> <p>If no – how is the relationship at present? What makes it difficult for you to speak to your employer? <i>[Probe: what's the employer's attitude towards the child]</i></p> <p><i>(To be responded by few who said yes/who attended awareness sessions)</i></p>			
	<p>[OUTCOME 2/## of child domestic workers who feel they are able to exercise their rights]: in your view, are CCPCs (possibly teachers), SLs (local community leaders) or other Government officials more or less responsive to child domestic workers compared to, say, one year ago? How have their attitudes and behaviours changed or not changed over the past 12 months?</p> <p><i>[Probe: Can you share an example of a time when you sought their help? What was the outcome/ did you receive the assistance that you expected/ needed?]</i></p>			
2.5	<p>[OUTCOME 3/ Prosecution of exploitative and abusive child domestic worker]: Do you see employers being scolded by government officials or child protection committees when they are reported for mistreating child domestic workers? Any examples you're aware of?</p> <p><i>[Probe: To know if employers were held accountable and reprimanded by government officials (in the case of Ghana, following reporting or referral by CCPCs)]</i></p>			

	<i>[Probe: if/ the extent to which – from the children’s point of view – duty bearers are or not more ‘active’ at and willing to enforce child domestic worker’s rights and punishing exploitation.]</i>	
2.6	<p>[OUTCOME 2]: How do you feel about the chances and things you can do now, compared to a few months or a year ago, or before the project began?</p> <p><i>[Probe: Whether they feel their rights to protection from abuse and exploitation are better respected, and how?]</i></p>	
2.7	[OUTCOME]: Generally, how has the project helped you be better prepared for the future?	
3.0	PROJECT EVALUATION: EFFICIENCY	
3.1	<p>[OUTCOME]: How better do you believe the project can be for children like you in the near future (to ensure that child domestic workers’ rights are respected)?</p> <p><u>CHILD SAFEGUARDING:</u></p> <p><u>DID YOU FEEL SAFE TAKING PART IN PROJECT ACTIVITIES? ALL THE TIMES & FOR ALL ACTIVITIES [IF NO, WHEN AND WHY FELT AT RISK OF HARM]</u></p> <p><u>HAVE YOU AT ANY POINT FELT THAT YOUR PARTICIPATION IN ANY OF THE PROJECT ACTIVITIES WAS PUTTING YOU AT RISK OF HARM [PROBE: FROM OTHER CHILDREN, EMPLOYERS, ADULTS IN THE COMMUNITY?</u></p> <p><u>WHAT IN YOUR VIEWS SHOULD BE DONE DIFFERENTLY TO ENSURE THAT CHILDREN DO NOT FACE ANY ABUSE FOR TAKING PART IN A PROJECT ACTIVITY?</u></p> <p><u>For Tanzania only and for the child domestic workers involved in CDW AC-</u></p> <p>Have you children been involved in the planning and/or implementation of any project activity – for instance in planning or delivering advocacy activities?</p> <p>For those answering yes – in which activities, how?</p> <p>What did you like and/or not like about it about participating in the planning or delivery of these activities?</p>	

	Should another child domestic work project be implemented, how in your view can TCDWC better engage children in project (activity) planning and implementation?		
4.0	PROJECT EVALUATION: SUSTAINABILITY AND LIKELIHOOD OF IMPACT		
4.1	[IMPACT/ Normative and institutional change]: Do you see child domestic work employers and/or community members in general, treating child domestic workers differently? (Now because of this project?)	Yes	No
	How? / Describe <i>(To be responded by few who said yes)</i>		
4.2	For those answering yes - Do you think these changes will continue after the project ends?	Yes, what will continue/ how?	No, will not/ why not?
4.3	Which challenges or problems in your views child domestic workers continue to face in your communities?		
	What do you think a future programme, if there is one, should 'do' more or better off to ensure that CDWs' rights are respected?		

TOOL 2: FOCUS GROUP DISCUSSION GUIDE FOR GUARDIANS/ EMPLOYERS

District: _____ **Ward:** _____

Date: _____ **Time:** _____

Name of Moderator: _____

Name of Note Taker: _____

Background Information:

1. Can you briefly introduce yourselves?
2. What is your understanding of the aims and objectives of the project that focuses on child domestic work in your community?

Perception of Interaction with Child Domestic Workers:

3. Can you describe the nature of your relationship with your child domestic worker(s)?
4. Are there differences between your child domestic worker and your own children? For instance, are there chores that child domestic workers can perform but your own children are not allowed to or things that your own children can do but your child domestic workers cannot?

If yes, could you share examples of things that child domestic workers must do and things that they cannot do compared to your own children?

If no, what work/ chores are both your child domestic worker(s) and your own child(ren) allowed to do and NOT allowed to do? *[Probe: if child domestic worker (and own children) still required to perform tasks that according to the law are hazardous]*

5. What role do you think employers and guardians (should) play in ensuring the well-being and rights of child domestic workers?
6. In your views, which rights do child domestic workers have?
7. To what extent and how are these rights observed within your household? Can you share some examples?
8. Which steps were you able to take and which steps you were not to improve the working or living conditions of your child domestic workers?

Project Impact and Awareness:

9. How has the project influenced your understanding of child domestic work?
10. In your view, has the project changed the way fellow child domestic workers' employers view and interact with their child domestic workers? [if yes – how?]
11. In your opinion, have there been any improvements in the working conditions and treatment of child domestic workers in your community? What has/ has not changed?

Project Sustainability and Future Engagement:

12. How do you envision the future of child domestic work in your community?
13. Do you believe that the positive changes brought about by the project are likely to continue after its completion? Why or why not? How?
14. Are there any suggestions or recommendations you have for future projects or initiatives related to child domestic work?

TOOL 3: FOCUS GROUP DISCUSSION GUIDE FOR COMMUNITY-LEVEL DUTY BEARERS

District: _____ **Ward:** _____

Date: _____ **Time:** _____

Name of Moderator: _____

Name of Note Taker: _____

Background Information:

1. Can you briefly introduce yourselves and your roles?
2. Are you aware of the project aimed at improving the conditions of child domestic workers in your community?
3. **[RELEVANCE]:** What do you understand about the project and its objectives?
4. **[RELEVANCE]:** In your view to what extent is regulation of child domestic work a priority within the context of the issues that affect your community?
5. **[COHERENCE]:** Are you aware of other projects or interventions with similar objectives in your community, district, region?
6. **[COHERENCE]:** Does this project add value or complement these efforts? If answer is Yes, How, in your view?

Perception of Child Domestic Workers:

7. How does the community generally perceive child domestic workers?
8. What challenges do child domestic workers generally face in your community?

Interaction with Child Domestic Workers:

9. How have you engaged with child domestic workers in your role?

Project Impact and Awareness:

1. Duty-bearers' capacity:

10. In your view, what's the role of CCPCs/ SLs in relation to preventing and responding to exploitation and abuse in child domestic work?
11. Has the project assisted you in better preventing and responding to exploitation and abuse in child domestic work?
12. If yes, how? Which support received by the project did you find most and least helpful? [*Probe: To what extent has their 'capacity' been enhanced and how*]
13. If answer is No, which support in your view should have been provided to enable you to better prevent and respond to abuse and exploitation in child domestic work?
14. What contributions have you been able to make towards ensuring child domestic workers' rights are observed? Please provide examples.
15. Which changes have you not been able to contribute to making, and why?

2. Observed changes in children's capacity:

16. In your view, to what extent are child domestic workers are now better equipped at seeking help from you and/or other duty-bearers when their rights are being violated/ not respected?

Outcomes and Changes:

3. Observed changes in behaviour of child domestic worker employers'/ community members at large:

17. In your opinion, have there been any improvements in the working conditions and treatment of child domestic workers in your community? How in your view, have project activities contributed to bring about these changes?
18. Are more people in the community reporting abuse and exploitation of child domestic workers to you compared to before the project rollout?
19. What in your views stop people from reporting abuse on child domestic workers?
20. Are child domestic worker employers/ caregivers being punished when found to be abusing/ exploiting child domestic workers?
21. In your view, has the project contributed to making sure that abusive child domestic worker employers are identified and reprimanded? If yes – how? If no – in your view, what are the main challenges to employers/ caregivers being punished and further abuse on child domestic workers being prevented?
22. Have you been aware of any policy changes or new regulations related to child domestic work in your area? If so, how have these changes impacted your role as duty bearers, and how have you responded to these changes?
23. In your opinion, has the project contributed to generating a dialogue among key stakeholders regarding the regulation and control of child domestic work? How?
24. What role have you played in fostering this dialogue and collaboration (if applicable)?
25. What challenges in your opinion have not been addressed to improve community and government level protection of children in exploitative domestic work?

Project Sustainability and Future Engagement:

26. How do you envision the future of child domestic work in your community, especially in terms of protection and support, and what are your plans to contribute to this future?
27. Do you believe that the positive changes brought about by the project - if applicable - are likely to continue after its completion? Why or why not? What needs to happen in your views, for these changes to be sustained?
28. What actions do you intend to take to sustain improvements in the protection of child domestic workers' rights?
29. Are there any suggestions or recommendations you have for future projects or initiatives related to child domestic work, and how do you foresee your involvement in such initiatives?

**TOOL 4: KEY INFORMANT INTERVIEW GUIDE FOR NATIONAL LEVEL/
MINISTERIAL REPRESENTATIVES**

Date: _____ **Time:** _____

Name of Interviewer: _____

Name of Note Taker: _____

Name of Interviewee: _____

Sex: _____

Background Information:

1. Can you briefly introduce yourself and your role?
2. Are you aware of the project aimed at improving the conditions of child domestic workers in your country (i.e., Ghana/ Tanzania)?

Project Impact and Relevance:

3. What do you understand about the project and its objectives?
4. In your views, to what extent are the project's objectives and activities relevant to Government policy priorities?
5. To what extent are these relevant to your ministry's goals and priorities? [Probe: what relevant/ not relevant?]
6. How could the project have been better tailored/aligned to national/ sub-national priorities?

Project Coherence and Collaboration:

7. Are you aware of programme *interventions* within the ministry or by external partners that have similar objectives to this project?

If yes, how effectively does this project align/ support or collaborate with these efforts?

How in your view could this project have been better aligned with these efforts/ interventions?

8. Are there *policies* related directly or indirectly to child domestic work whose objectives you believe this Project is contributing towards delivering? If yes, how effectively?

9. How has the project interacted with the Government departments or organizations working on protection of child rights including children's employment rights?
10. How should a future follow-on programme on CDW better align with/contribute to government efforts to promote children's rights and combat child labour?
11. How can collaborations or partnerships between a future follow-on project and government departments be improved in your view, in addressing exploitation in child domestic work?

Project Outcomes and Effectiveness:

12. In your view, what has been the impact of the project? And for whom?
13. How has your understanding and perception of child domestic work changed as a result of the project, if applicable? *[Probe: to what extent has interaction with project partners' activities contributed to department/ individual officials' improved recognition of issues that child domestic workers' face?]*
14. In what ways has improved awareness of abuse and exploitation in child domestic work translated into actions within the scope of your mandate?
15. Can you share specific actions or measures that you/ your department considers taking or have taken to address child labour and servitude in domestic work?

Project Sustainability:

16. What is your assessment of the sustainability of the positive changes brought about by the project after its completion?

TOOL 5: FOCUS GROUP DISCUSSION GUIDE FOR PARTNER PROJECT TEAMS/ STAFF

Date: _____ **Time:** _____

Name of Interviewer: _____

Name of Note Taker: _____

Name of Interviewee: _____

Sex: _____ **Position:** _____

Project Impact and Relevance:

1. From your perspective, what has been the impact of the project on the rights and protection of CDWs and the communities served?
2. How do you perceive the relevance of the project's objectives and activities to the targeted communities and beneficiaries?

Project Coherence, Organisational Effectiveness, and Collaboration and Sustainability:

3. Were there any challenges or opportunities related to project coherence with other initiatives or organizations working in the same intervention?
4. Has the partnership between ASI and the three implementing organisations contributed to strengthened capacity to deliver the project's objectives effectively? If so, how?
5. Can you provide examples of how the collaboration between ASI and your organisation has improved the efficiency of project planning and/or implementation, resource utilisation, and strengthening of your organisation?

6. Can you share examples of successful collaborations or partnerships with other local actors and stakeholders that supported project outcomes?

Project Outcomes and Effectiveness:

7. In your view, how successful has the project been in preparing CDWs and supporting them in exercising their rights and accessing opportunities?
8. Which changes have you observed in duty bearers as a result of the project?
9. In your view, which changes in community- and government-level capacity to address exploitation in CDW has the project contributed to make?
10. What role do you believe the project played in achieving these outcomes?
11. Looking back, what do you think should have been done differently to improve the regulation and protection of children in domestic work?
12. Do you think the project has learned from its mistakes and improved over time? How?
13. What do you believe were the key factors contributing to the project's effectiveness in achieving its outcomes?

Project Sustainability:

14. What are your thoughts on the sustainability of the project's positive changes after its conclusion?
15. How has the partnership with ASI contributed to strengthening the capacity of your organisation to continue your efforts to eliminate slavery in child domestic work beyond the life of this project?
16. Can you share specific measures or strategies that have been put in place as a result of the partnership to ensure the sustainability of efforts to combat child domestic work and slavery in the long term?
17. What other strategies or measures have been put in place to ensure the sustainability of positive project impacts beyond its conclusion?

TOOL 6: KEY INFORMANT INTERVIEW GUIDE FOR HUMAN INTEREST STORIES WITH CHILD DOMESTIC WORKERS

Date: _____ **Time:** _____

Name of Interviewer: _____

Name of Note Taker: _____

Name of Interviewee: _____ **Sex:** _____

This guide aims to create a safe and supportive environment for child domestic workers to share their stories and experiences genuinely. It will allow them to express their dreams, challenges, and the impact of the project on their lives.

Confidentiality, their safety, and well-being are a priority. As a result, these interviews will be done with utmost sensitivity, taking into account their emotional well-being and ensuring their privacy and consent throughout the process. The interviewer will be prioritising the child's safety and protection when discussing potentially sensitive topics related to their work.

Introduction:

1. Will begin by creating a warm and comfortable environment for the child. Will ensure they understand the purpose of the interview, that it's an opportunity for them to share their experiences and stories.

Getting to Know the Child:

2. Will start by asking the child's name, age, and where they are from.
3. Will also ask about their interests, hobbies, and things they enjoy doing in their free time – making them feel at ease.

Their Life as a Child Domestic Worker:

4. Could you describe what your typical day is like when you work at someone's house as a child worker?
5. Can you tell me how you began working out at someone's house? How did you start working for the family you're with now?
6. What things do you do to help the family you work for, and which ones do you like the most? Why?
7. Do you remember how you felt and what you were thinking when you first started doing this job?
8. Did you have any problems or things that were tough when you were working at someone's house? **IF POSSIBLE**, can you tell me about some of the hardest things you had to deal with?

Experiences and Changes:

9. Is there a special story or something that happened when you were working out at someone's house that you remember a lot? Can you tell me about it?
10. Have you noticed any positive changes or improvements in your life because of the support you received from the project? Please share any specific examples. How did this support impact your life?

Dreams and Aspirations:

11. What do you hope to do and become when you're all grown up? What are your big dreams for the future?
12. Do you think the project has made it easier for you to get closer to your dreams or things you want to do in the future? How did it help you?

Support and Community:

13. Did the project or people like your employers, other kids who work at different homes, or friends in your neighbourhood ever help you with anything?
14. Can you share any stories of how your relationships with your employer, family, or friends have evolved over time?

Message to Others:

15. If you could talk to other kids who work out at different homes or kids who are in the same situation as you, what would you want to tell them?
16. Is there anything else you want to tell me about what's happened to you or how the project has helped you?

Appendix 2: List of Persons or Organisations Interviewed

END OF PROJECT EVALUATION OF THE MANY HANDS MAKE LIGHT WORK: ELIMINATING SLAVERY IN CHILD DOMESTIC WORK IN GHANA AND TANZANIA

RESPONDENT/ PARTICIPANT REGISTRATION FORM

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
1	Emma Cain	F	Head of Programmes - Quality and Impact, Anti-Slavery International	Implementer	N/A	N/A
2	Sylvia Roberge	F	Partner Support Manager, Anti-Slavery International	Implementer	N/A	N/A
3	Marta Medusa	F	Programme Officer, Anti-Slavery International	Implementer	N/A	N/A
4	Barbara Ayensu	F	Coordinator, Project Manager, LAWA Ghana	Project Partner	N/A	Ghana
5	Jeffrey Agyemang Duah	M	Monitoring and Evaluation, LAWA Ghana	Project Partner	N/A	Ghana
6	Joseph Ayensu	M	Staff Member, LAWA Ghana	Project Partner	N/A	Ghana
7	Enock Dery Pufaa	M	Director, Challenging Heights	Project Partner	N/A	Ghana
8	Jonathan Kojo Anderson	M	Senior Manager - Grants and Partnerships, Challenging Heights	Project Partner	N/A	Ghana
9	George Leonard Sayi	M	Coordinator and Program Manager, TCDWC	Project Partner	N/A	Tanzania
10	Irene Silvester Balyesele	F	Monitoring, Evaluation and Learning Manager, TCDWC	Project Partner	N/A	Tanzania
11	Isaac Magige	M	Finance Officer, TCDWC	Project Partner	N/A	Tanzania
12	Sarah Jumbe Jumaa	F	Field Officer, TCDWC	Project Partner	N/A	Tanzania
13	Glory Mlaki	F	Program Coordinator, Women Action on Eco Health and Legal Rights (WAE-HEAL) (under TCDWC)	Project Partner	N/A	Tanzania
14	Ulinyelusya Tumbo	F	Director, Ndenuka (under TCDWC)	Project Partner	N/A	Tanzania
15	Stephen Magembe	M	Coordinator, Nuru Organization (under TCDWC)	Project Partner	N/A	Tanzania
16	John G. Lusendamila	M	Social Worker, MWAOMI (under TCDWC)	Project Partner	N/A	Tanzania
17	Boniphace E. Sayi	M	Program Manager, Haki Zetu (under TCDWC)	Project Partner	N/A	Tanzania
18	Emmanuel Mhoja	M	Coordinator, WAJABU (under TCDWC)	Project Partner	N/A	Tanzania
19	Abdul Athuman	M	Coordinator, REHMMA (under TCDWC)	Project Partner	N/A	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
20	Anonymised	M	Deputy Director - Policy Planning, Monitoring and Evaluation Directorate and Focal Point on Child Labour, Ministry of Employment and Labour Relations	Ministerial Representative	N/A	Ghana
21	Anonymised	F	Head, Child Labour Unit	Ministerial Representative	N/A	Ghana
22	Anonymised	M	Head, Anti-Human Trafficking Unit, Ghana Police Service	Ministerial Representative	N/A	Ghana
23	Anonymised	F	Deputy Director - Supervision, Ghana Education Service	Ministerial Representative	N/A	Ghana
24	Anonymised	M	Member of Parliament	Ministerial Representative	Gomoa West	Ghana
25	Anonymised	F	Unit Head, Department of Social Welfare, Gomoa West	Ministerial Representative	Gomoa West	Ghana
26	Anonymised	M	Head, Department of Social Welfare and Community Development, Gomoa West	Ministerial Representative	Gomoa West	Ghana
27	Anonymised	M	Planning Officer, District Assembly	Ministerial Representative	Gomoa West	Ghana
28	Anonymised	M	Business Advisor, District Assembly	Ministerial Representative	Gomoa West	Ghana
29	Anonymised	M	Unit Head, Department of Social Welfare, Awutu Senya	Ministerial Representative	Awutu Senya	Ghana
30	Anonymised	F	Department of Social Welfare, Awutu Senya	Ministerial Representative	Awutu Senya	Ghana
31	Anonymised	F	Gender/ Day-Care, Department of Social Welfare, Awutu Senya	Ministerial Representative	Awutu Senya	Ghana
32	Anonymised	F	Community Development Officer, Nyamagana Municipal Council	Ministerial Representatives	Nyamagana	Tanzania
33	Anonymised	F	Social Welfare Officer, Nyamagana Municipal Council	Ministerial Representatives	Nyamagana	Tanzania
34	Anonymised	M	Migration Officer, Ilemela Municipal Council	Ministerial Representatives	Ilemela	Tanzania
35	Anonymised	F	Community Development Officer, Ilemela Municipal Council	Ministerial Representatives	Ilemela	Tanzania
36	Anonymised	F	Social Welfare Officer, Ilemela Municipal Council	Ministerial Representatives	Ilemela	Tanzania
37	Anonymised	M	Community Development Officer, Magu District Council	Ministerial Representatives	Magu	Tanzania
38	Anonymised	F	Social Welfare Officer, Magu District Council	Ministerial Representatives	Magu	Tanzania
39	Abel	M	N/A	Child Domestic Worker	Gomoa West	Ghana
40	Gilda	F	N/A	Child Domestic Worker	Gomoa West	Ghana
41	Eyelyn	F	N/A	Child Domestic Worker	Gomoa West	Ghana
42	Charity	F	N/A	Child Domestic Worker	Gomoa West	Ghana
43	Ruth	F	N/A	Child Domestic Worker	Gomoa West	Ghana

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
44	Eric	M	N/A	Child Domestic Worker	Gomoa West	Ghana
45	Diana	F	N/A	Child Domestic Worker	Gomoa West	Ghana
46	Mary	F	N/A	Child Domestic Worker	Gomoa West	Ghana
47	Jennifer	F	N/A	Child Domestic Worker	Gomoa West	Ghana
48	Gloria	F	N/A	Child Domestic Worker	Gomoa West	Ghana
49	Abel	M	N/A	Child Domestic Worker	Gomoa West	Ghana
50	Adelaide	F	N/A	Child Domestic Worker	Gomoa West	Ghana
51	Dorothy	F	N/A	Child Domestic Worker	Gomoa West	Ghana
52	Dorcas	F	N/A	Child Domestic Worker	Gomoa West	Ghana
53	Belinda	F	N/A	Child Domestic Worker	Gomoa West	Ghana
54	Mavis	F	N/A	Child Domestic Worker	Gomoa West	Ghana
55	Abigail	F	N/A	Child Domestic Worker	Gomoa West	Ghana
56	Esther	F	N/A	Child Domestic Worker	Gomoa West	Ghana
57	Manuel	F	N/A	Child Domestic Worker	Gomoa West	Ghana
58	Albert	F	N/A	Child Domestic Worker	Gomoa West	Ghana
59	Lordis	F	N/A	Child Domestic Worker	Gomoa West	Ghana
60	Princess	F	N/A	Child Domestic Worker	Gomoa West	Ghana
61	Justina	F	N/A	Child Domestic Worker	Gomoa West	Ghana
62	Mercy	F	N/A	Child Domestic Worker	Gomoa West	Ghana
63	Steven	F	N/A	Child Domestic Worker	Gomoa West	Ghana
64	Patricia	F	N/A	Child Domestic Worker	Gomoa West	Ghana
65	Belinda	F	N/A	Child Domestic Worker	Gomoa West	Ghana
66	Sarah	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
67	Rejoice	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
68	Rubin	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
69	Priscilla	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
70	Christabel	F	N/A	Child Domestic Worker	Awutu Senya	Ghana

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
71	Rebecca	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
72	Enoch	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
73	Peace	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
74	Esther	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
75	Julius	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
76	Daniel	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
77	Agnes	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
78	Emmanuella	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
79	Hannah	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
80	Okyere	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
81	Naomi	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
82	Sabina	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
83	Joseph	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
84	Comfort	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
85	Comfort	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
86	Joshua	M	N/A	Child Domestic Worker	Awutu Senya	Ghana
87	Jemima	F	N/A	Child Domestic Worker	Awutu Senya	Ghana
88	Sadi	M	N/A	Child Domestic Worker	Nyamagana	Tanzania
89	Michael	M	N/A	Child Domestic Worker	Nyamagana	Tanzania
90	Haruna	M	N/A	Child Domestic Worker	Nyamagana	Tanzania
91	Nasra	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
92	Hoyce	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
93	Neema	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
94	Esther	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
95	Melesiana	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
96	Teddy	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
97	Dotto	F	N/A	Child Domestic Worker	Nyamagana	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
98	Abubakary	M	N/A	Child Domestic Worker	Nyamagana	Tanzania
99	Benadetha	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
100	Hadija	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
101	Amina	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
102	Neema	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
103	Hawa	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
104	Agnes	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
105	Abel	M	N/A	Child Domestic Worker	Nyamagana	Tanzania
106	Cosmas	M	N/A	Child Domestic Worker	Nyamagana	Tanzania
107	Tele	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
108	Magdalena	F	N/A	Child Domestic Worker	Nyamagana	Tanzania
109	Hellen	F	N/A	Child Domestic Worker	Ilemela	Tanzania
110	Jackline	F	N/A	Child Domestic Worker	Ilemela	Tanzania
111	Groly	F	N/A	Child Domestic Worker	Ilemela	Tanzania
112	Mwanaisha	F	N/A	Child Domestic Worker	Ilemela	Tanzania
113	Iddy	M	N/A	Child Domestic Worker	Ilemela	Tanzania
114	Steven	M	N/A	Child Domestic Worker	Ilemela	Tanzania
115	Mosses	M	N/A	Child Domestic Worker	Ilemela	Tanzania
116	Yasin	M	N/A	Child Domestic Worker	Ilemela	Tanzania
117	Neema	F	N/A	Child Domestic Worker	Ilemela	Tanzania
118	Alen	M	N/A	Child Domestic Worker	Ilemela	Tanzania
119	Paschal	M	N/A	Child Domestic Worker	Ilemela	Tanzania
120	Joseph	M	N/A	Child Domestic Worker	Ilemela	Tanzania
121	Hassan	M	N/A	Child Domestic Worker	Ilemela	Tanzania
122	Aziza	F	N/A	Child Domestic Worker	Ilemela	Tanzania
123	Bertha	F	N/A	Child Domestic Worker	Ilemela	Tanzania
124	Josephina	F	N/A	Child Domestic Worker	Ilemela	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
125	Aniceth	M	N/A	Child Domestic Worker	Ilemela	Tanzania
126	Mwajuma	F	N/A	Child Domestic Worker	Ilemela	Tanzania
127	Helena	F	N/A	Child Domestic Worker	Ilemela	Tanzania
128	Paulina	F	N/A	Child Domestic Worker	Ilemela	Tanzania
129	Zainabu	F	N/A	Child Domestic Worker	Magu	Tanzania
130	Vailethi	F	N/A	Child Domestic Worker	Magu	Tanzania
131	Efrazi	M	N/A	Child Domestic Worker	Magu	Tanzania
132	Faruku	M	N/A	Child Domestic Worker	Magu	Tanzania
133	Ashura	F	N/A	Child Domestic Worker	Magu	Tanzania
134	Bernadetha	F	N/A	Child Domestic Worker	Magu	Tanzania
135	Daud	M	N/A	Child Domestic Worker	Magu	Tanzania
136	Ruth	F	N/A	Child Domestic Worker	Magu	Tanzania
137	Charles	M	N/A	Child Domestic Worker	Magu	Tanzania
138	Moses	M	N/A	Child Domestic Worker	Magu	Tanzania
139	Lydia	F	N/A	Child Domestic Worker	Magu	Tanzania
140	Joseph	M	N/A	Child Domestic Worker	Magu	Tanzania
141	Elviss	M	N/A	Child Domestic Worker	Magu	Tanzania
142	Gaudensia	F	N/A	Child Domestic Worker	Magu	Tanzania
143	Zuhurath	F	N/A	Child Domestic Worker	Magu	Tanzania
144	Sango	F	N/A	Child Domestic Worker	Magu	Tanzania
145	Ester	F	N/A	Child Domestic Worker	Magu	Tanzania
146	Agness	F	N/A	Child Domestic Worker	Magu	Tanzania
147	Neema	F	N/A	Child Domestic Worker	Magu	Tanzania
148	Neema	F	N/A	Child Domestic Worker	Magu	Tanzania
149	Sabina	F	N/A	Child Domestic Worker	Magu	Tanzania
150	Jesca	F	N/A	Child Domestic Worker	Magu	Tanzania
151	Amina	F	N/A	Child Domestic Worker	Magu	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
152	Comfort	F	N/A	Employer	Gomoa West	Ghana
153	Janet	F	N/A	Employer	Gomoa West	Ghana
154	Abigail	F	N/A	Employer	Gomoa West	Ghana
155	Grace	F	N/A	Employer	Gomoa West	Ghana
156	Vivian	F	N/A	Employer	Gomoa West	Ghana
157	Rita	F	N/A	Employer	Gomoa West	Ghana
158	Faustina	F	N/A	Employer	Gomoa West	Ghana
159	Emmanuel	M	N/A	Employer	Gomoa West	Ghana
160	Ama	F	N/A	Employer	Gomoa West	Ghana
161	Elizabeth	F	N/A	Employer	Gomoa West	Ghana
162	Comfort	F	N/A	Employer	Gomoa West	Ghana
163	Sarah	F	N/A	Employer	Gomoa West	Ghana
164	Theresa	F	N/A	Employer	Gomoa West	Ghana
165	Nana	F	N/A	Employer	Gomoa West	Ghana
166	Margaret	F	N/A	Employer	Gomoa West	Ghana
167	Grace	F	N/A	Employer	Gomoa West	Ghana
168	Ekua	F	N/A	Employer	Gomoa West	Ghana
169	Anonymised	F	Girl Child Coordinator	Employer	Awutu Senya	Ghana
170	Anonymised	F	Pensioneer, National Commission for Civic Education (NCCE)	Employer	Awutu Senya	Ghana
171	Matilda	F	N/A	Employer	Awutu Senya	Ghana
172	Elizabeth	F	N/A	Employer	Awutu Senya	Ghana
173	Joana	F	N/A	Employer	Awutu Senya	Ghana
174	Agartha	F	N/A	Employer	Awutu Senya	Ghana
175	Sarpomaa	F	N/A	Employer	Awutu Senya	Ghana
176	Comfort	F	N/A	Employer	Awutu Senya	Ghana
177	Janet	F	N/A	Employer	Awutu Senya	Ghana
178	Adwoa	F	N/A	Employer	Awutu Senya	Ghana

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
179	Comfort	F	N/A	Employer	Awutu Senya	Ghana
180	Mary	F	N/A	Employer	Awutu Senya	Ghana
181	Adwoa	F	N/A	Employer	Awutu Senya	Ghana
182	Mary	F	N/A	Employer	Awutu Senya	Ghana
183	Mary	F	N/A	Employer	Awutu Senya	Ghana
184	Afua	F	N/A	Employer	Awutu Senya	Ghana
185	Mary	F	N/A	Employer	Awutu Senya	Ghana
186	Joyce	F	N/A	Employer	Awutu Senya	Ghana
187	Ruth	F	N/A	Employer	Awutu Senya	Ghana
188	Deede	F	N/A	Employer	Awutu Senya	Ghana
189	Abena	F	N/A	Employer	Awutu Senya	Ghana
190	Muniratu	F	N/A	Employer	Awutu Senya	Ghana
191	Mashaka	M	N/A	Employer	Nyamagana	Tanzania
192	Jesca	F	N/A	Employer	Nyamagana	Tanzania
193	Martha	F	N/A	Employer	Nyamagana	Tanzania
194	Sophia	F	N/A	Employer	Nyamagana	Tanzania
195	Chuki	F	N/A	Employer	Nyamagana	Tanzania
196	Abasi	M	N/A	Employer	Nyamagana	Tanzania
197	Alexander	M	N/A	Employer	Nyamagana	Tanzania
198	Irene	F	N/A	Employer	Nyamagana	Tanzania
199	Emmanuel	M	N/A	Employer	Nyamagana	Tanzania
200	Deus	M	N/A	Employer	Nyamagana	Tanzania
201	Reuben	M	N/A	Employer	Nyamagana	Tanzania
202	Frolencia	F	N/A	Employer	Nyamagana	Tanzania
203	Joyce	F	N/A	Employer	Nyamagana	Tanzania
204	Tabitha	F	N/A	Employer	Nyamagana	Tanzania
205	Sophia	F	N/A	Employer	Ilemela	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
206	Modesta	F	N/A	Employer	Ilemela	Tanzania
207	Esta	F	N/A	Employer	Ilemela	Tanzania
208	Glory	F	N/A	Employer	Ilemela	Tanzania
209	Sikujua	F	N/A	Employer	Ilemela	Tanzania
210	Shida	F	N/A	Employer	Ilemela	Tanzania
211	Suzana	F	N/A	Employer	Ilemela	Tanzania
212	Grace	F	N/A	Employer	Ilemela	Tanzania
213	Alice	F	N/A	Employer	Ilemela	Tanzania
214	Neema	F	N/A	Employer	Ilemela	Tanzania
215	Tatu	F	N/A	Employer	Ilemela	Tanzania
216	Anastazia	F	N/A	Employer	Ilemela	Tanzania
217	Jovitha	F	N/A	Employer	Ilemela	Tanzania
218	Luciana	F	N/A	Employer	Ilemela	Tanzania
219	Asha	F	N/A	Employer	Ilemela	Tanzania
220	Emmanuel	M	N/A	Employer	Magu	Tanzania
221	Bukindu	M	N/A	Employer	Magu	Tanzania
222	Cosmas	M	N/A	Employer	Magu	Tanzania
223	Juliana	F	N/A	Employer	Magu	Tanzania
224	Jasmin	F	N/A	Employer	Magu	Tanzania
225	Matwa	M	N/A	Employer	Magu	Tanzania
226	Rahel	F	N/A	Employer	Magu	Tanzania
227	Veronica	F	N/A	Employer	Magu	Tanzania
228	Zainabu	F	N/A	Employer	Magu	Tanzania
229	Bertha	F	N/A	Employer	Magu	Tanzania
230	Tausi	F	N/A	Employer	Magu	Tanzania
231	Faustini	M	N/A	Employer	Magu	Tanzania
232	Julius	M	N/A	Employer	Magu	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
233	Neema	F	N/A	Employer	Magu	Tanzania
234	Charles	M	N/A	Employer	Magu	Tanzania
235	Amina	F	N/A	Employer	Magu	Tanzania
236	Isaac	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
237	Kwaku	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
238	Margaret	F	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
239	Linda	F	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
240	John	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
241	Francis	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
242	Isaac	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
243	Vida	F	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
244	Cecilia	F	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
245	Collins	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
246	Michael	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
247	Charles	M	N/A	Duty Bearer, CCPC	Gomoa West	Ghana
248	Anonymised	M	Ward Councillor	Duty Bearer	Nyamagana	Tanzania
249	Anonymised	M	Journalist, Tanzania Standard Newspaper (National Media)	Duty Bearer	Nyamagana	Tanzania
250	Anonymised	F	Street Leader (Chairman)	Duty Bearer	Nyamagana	Tanzania
251	Anonymised	M	Ward Executive Officer	Duty Bearer	Nyamagana	Tanzania
252	Anonymised	F	Community Health Worker	Duty Bearer	Nyamagana	Tanzania
253	Anonymised	F	Police Officer, Police Gender Desk	Duty Bearer	Nyamagana	Tanzania
254	Anonymised	F	Community Health Worker	Duty Bearer	Nyamagana	Tanzania
255	Anonymised	F	Ward Executive Officer, Mhandu Ward	Duty Bearer	Nyamagana	Tanzania
256	Anonymised	M	Street Leader (Chairman), Kagera-Lwanhima	Duty Bearer	Nyamagana	Tanzania
257	Anonymised	F	Fit Person	Duty Bearer	Nyamagana	Tanzania
258	Anonymised	F	Fit Person	Duty Bearer	Nyamagana	Tanzania
259	Anonymised	M	Ward Executive Officer, Mahima Ward	Duty Bearer	Nyamagana	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
260	Anonymised	F	Mtaa Executive Officer, Igoma Manoela	Duty Bearer	Nyamagana	Tanzania
261	Anonymised	F	Police Officer, Police Gender Desk, Nyamagana	Duty Bearer	Nyamagana	Tanzania
262	Anonymised	M	Ward Councillor, Buhongwa	Duty Bearer	Nyamagana	Tanzania
263	Anonymised	M	Street Leader (Chairman), NHC-Magharibi	Duty Bearer	Ilemela	Tanzania
264	Anonymised	M	Mtaa Executive Officer, Buzuruga Kaskazini	Duty Bearer	Ilemela	Tanzania
265	Anonymised	F	Community Health Worker, Mecco Kusini	Duty Bearer	Ilemela	Tanzania
266	Anonymised	F	Fit Person, Nyamanoro	Duty Bearer	Ilemela	Tanzania
267	Anonymised	F	Ward Councillor, Buswelu	Duty Bearer	Ilemela	Tanzania
268	Anonymised	F	Police Officer, Police Gender Desk	Duty Bearer	Ilemela	Tanzania
269	Anonymised	M	Journalist	Duty Bearer	Ilemela	Tanzania
270	Anonymised	M	Ward Councillor, Sangabuye	Duty Bearer	Ilemela	Tanzania
271	Anonymised	F	Fit Person, Bugogwa	Duty Bearer	Ilemela	Tanzania
272	Anonymised	M	Religious Leader, Kirumba	Duty Bearer	Ilemela	Tanzania
273	Anonymised	M	Street Leader (Chairman), Shibula	Duty Bearer	Ilemela	Tanzania
274	Anonymised	M	Ward Executive Officer, Nyamanoro	Duty Bearer	Ilemela	Tanzania
275	Anonymised	M	Ward Executive Officer, Kawekamo	Duty Bearer	Ilemela	Tanzania
276	Anonymised	M	Mayor, Ilemela Municipal Council	Duty Bearer	Ilemela	Tanzania
277	Anonymised	F	Police Officer, Police Gender Desk	Duty Bearer	Ilemela	Tanzania
278	Anonymised	F	Ward Executive Officer	Duty Bearer	Magu	Tanzania
279	Anonymised	F	Village Executive Officer	Duty Bearer	Magu	Tanzania
280	Anonymised	M	Street Leader (Chairman), Bujora	Duty Bearer	Magu	Tanzania
281	Anonymised	F	Police Officer, Police Gender Desk	Duty Bearer	Magu	Tanzania
282	Anonymised	F	Community Development Officer, Bujora	Duty Bearer	Magu	Tanzania
283	Anonymised	M	Ward Councillor	Duty Bearer	Magu	Tanzania
284	Anonymised	M	Community Health Worker	Duty Bearer	Magu	Tanzania
285	Anonymised	F	Ward Executive Officer, Kisesa	Duty Bearer	Magu	Tanzania
286	Anonymised	M	Social Welfare Officer, Kisesa	Duty Bearer	Magu	Tanzania

#	Full Name	Sex	Occupation/ Title, Organization (If Applicable)	Respondent Category	District	Country
287	Anonymised	F	Home-Based Childcare, Kisesa	Duty Bearer	Magu	Tanzania
288	Anonymised	M	Street Leader (Chairman), Kisesa	Duty Bearer	Magu	Tanzania
289	Anonymised	F	Fit Person, Kisesa	Duty Bearer	Magu	Tanzania
290	Anonymised	F	Village Executive Officer, Kisesa	Duty Bearer	Magu	Tanzania
291	Anonymised	F	Ward Councillor, Kisesa	Duty Bearer	Magu	Tanzania

Appendix 3: Human Interest Stories

#1: A Journey from Silence to Empowerment

In the bustling streets of Mumford, amidst the cacophony of daily life, there is a story of quiet transformation – the story of a child domestic worker. Her journey is not just about overcoming adversity; it's a testament to resilience, hope, and the power of support and education.

The Unseen Struggles

A 14-year-old with bright eyes and a shy smile spent their early years in the shadows of a life filled with responsibilities that were too heavy for their tender age. *“Every morning, I woke up to a routine of endless chores. Sweeping, fetching water, and then rushing to school. After school, it was more work – selling garden eggs door to door until dusk,”* she recalls. Her voice is soft, but there's an unmistakable strength in her words.

Life at her employer's house was a cycle of work and more work, with little time for rest or play – a common story for many child domestic workers. *“There were times I felt invisible, like I didn't matter. I was just a pair of hands to work,”* she shares, her eyes reflecting the pain of those days.

A Ray of Hope

The turning point in her life came with the intervention of LAWA Ghana and Challenging Heights, organisations dedicated to transforming the lives of child domestic workers. They brought not just aid but a message of empowerment. *“The first day they came to our community, they talked about something I had never thought I had – rights,”* she says, her face lighting up at the memory.

Their programs focused on education, rights awareness, and skills development. For her, it was the beginning of a new chapter. *“They gave me books, a school bag, and even a uniform. For the first time, I felt like I belonged in school,”* she recalls. The support extended beyond material aid; it was about instilling a sense of self-worth and confidence.

The Power of Knowledge

Knowledge, they say, is power, and for her, it became her tool for change. *“I learned that I had the right to education and the right to speak up. It was like finding a voice I didn't know I had,”* she states, her newfound confidence evident.

The awareness sessions conducted by the organisations were an eye-opener for her and many others. *“We were taught that every child deserves to be in school, to be protected, and to have a future,”* she asserts, her words resonating with conviction.

Changing Dynamics

This newfound knowledge brought about changes, not just in her but in her relationship with her guardian. *“I remember the day I first said no to selling in the morning. I was scared, but I knew my rights. To my surprise, my guardian listened. It was a small victory, but it felt huge,”* she recounts, a smile of victory playing on her lips.

Her employer's attitude began to change; a change she attributes to the organisations' engagement with the community. *“They didn't just help us; they talked to our employers and made them see us as children, not just workers,”* she explains.

A Future Reimagined

Today, she dreams of a future that once seemed unreachable. *“I want to be a teacher. I want to help kids like me; give them the hope that I received,”* she shares, her eyes shining with ambition.

Her journey is a story of transformation, a narrative shared by many child domestic workers whose lives have been touched by the intervention of organizations like LAWA Ghana and Challenging Heights. It's a story that underscores the importance of child rights, education, and community engagement in changing lives.

Her Message

As our conversation draws to a close, she leaves us with a powerful message: *"Every child deserves a chance to dream, to be heard, and to grow. It takes a community to raise a child, and it takes awareness to change a life."*

Her story is not just hers; it's a beacon of hope for many silent voices waiting to be heard, a testament to the difference that support, education, and empowerment can make in the life of a child domestic worker.

#2: A Journey of Transformation and Resilience

In a modest corner of Dago, Ghana, lives a young woman whose story resonates with the struggles and triumphs of many child domestic workers. Meet a 19-year-old girl whose life journey is a testament to resilience and hope in the face of adversity.

Early Challenges and Unconventional Childhood

Her narrative begins with a poignant recall of her early life. *"I was just like any other child, full of dreams and aspirations, but life had other plans,"* she reflects. At a tender age, she was introduced to the harsh realities of life, navigating through domestic work under challenging circumstances.

The Turning Point: From Dago to the Shelter

Her life took a significant turn when she encountered LAWA Ghana and Challenging Heights. *"I was 16 and full of fear and uncertainty when the police intervened and changed the course of my life,"* she recounts. Initially, she was apprehensive about the shelter. *"I didn't understand why I was there. I kept crying, not knowing what the future held."*

Embracing Change and New Opportunities

Over time, her perspective shifted. *"What seemed like confinement turned out to be a gateway to new opportunities,"* she says. At the shelter, she was introduced to vocational training, a path that illuminated her aspirations. *"Learning how to sew wasn't just about acquiring a skill; it was about rebuilding my identity,"* she asserts.

The Impact of the Project on Grace

The project's influence on her is profound. *"It has given me a job and a purpose. I've learned to sew, to create, and to dream again,"* she states. The support extended beyond vocational training. *"They provided us with everything – food, clothing, and a place to stay. They've lifted a burden off my shoulders."*

Overcoming Personal Struggles

Despite the positive changes, her story is not devoid of struggles. The death of a close family member and the responsibility of being a young mother weigh heavily on her. *"I've had to grow up faster than I wanted. Every day is a battle to balance my responsibilities and my aspirations,"* she shares. Yet she remains determined, fuelled by a desire to provide a better life for her child and her mother.

Reflections on Personal Growth

She acknowledges her growth through the project. *"I used to help my mother smoke fish, tired and aimless. Now, I have a skill that can change my future,"* she says. She is no longer the timid girl from Dago, but a young woman with a vision. *"I've learned that hardships can be stepping stones to something greater."*

A Message of Hope and Determination

Looking ahead, she is optimistic. *"I see a future where I am not just surviving but thriving. I want to be like my Madam, skilled and respected,"* she says with determination. Her advice to others in similar situations is heartfelt: *"Never lose sight of who you are and what you can become. There's always light at the end of the tunnel."*

Her journey is more than just a narrative of a child domestic worker; it's a story of transformation, empowerment, and hope. It reminds us that with the right support and opportunities, even the most challenging circumstances can lead to paths of success and fulfilment. Her journey continues, an inspiring beacon for many others walking a similar path.

#3: A Tale of Resilience and Hope

In the small coastal town of Mumford, Ghana, a story of a child domestic worker unfolds - a narrative of resilience, hope, and the transformative power of opportunity.

A Childhood in Elmina and the Shift to Mumford

Her journey began in Elmina, a town known for its vibrant fishing industry. *"I was in school, living with my father, who made boats,"* she recalls of her early life. Her mother, residing in Accra, remained an absent figure. *"I don't know what she does there,"* she says, her voice tinged with longing.

Transition to Apprenticeship

The turning point in her life was her move to Mumford at the age of 14 to live with her grandmother. This marked the end of her schooling and the beginning of a period of idleness. *"I was not going to school, and I was not working,"* she says. The struggle for basic needs, including menstrual pads, was real. She found temporary relief by helping neighbours with small chores. *"I used to help other women smoke fish, but it was difficult because I could not stand the smoke."*

Encountering LAWA and Challenging Heights

Her encounter with LAWA Ghana and Challenging Heights was a pivotal moment. *"My uncle informed me that officials from Challenging Heights and LAWA wanted to meet me,"* she recounts. They enrolled her in a three-year apprenticeship program to learn fashion design. *"It has been about one year since I started,"* she says, a sense of pride evident in her voice.

Experiencing Change

The apprenticeship has brought significant change to her life. *"Because... I have to strive hard to learn and complete. My trades mistress makes time for her apprentices,"* she shares, highlighting the supportive environment she now enjoys. This change extends beyond skill acquisition. *"Now, I can cut the fabrics and sew dresses. I am able to sew my own dresses."*

Overcoming Financial Challenges

Despite these positive developments, financial challenges persist. She speaks about the costs associated with her apprenticeship and graduation. *"I will incur a lot of costs..."*, she notes. She also talks about the lack of financial support: *"I heard that one of my aunts... but I did not know about it."*

Personal Relationships and Future Aspirations

Her relationship with her family is complex. *"I have a good relationship with my auntie..."* she says, but quickly adds that she doesn't share her problems with her. Her aspirations are clear: *"I want to work on my own and have my own shop,"* she asserts, demonstrating her determination to build a self-reliant future.

The Impact of the Project

The project's impact on her is evident in her newfound skills and confidence. *"I now have skills for a good future,"* she states. The provision of a sewing machine by Challenging Heights was a crucial step in her journey towards independence.

Reflections and Hopes

As she reflects on her journey, her story is one of transformation from a life of uncertainty in Elmina to one filled with potential in Mumford. Her narrative is a testament to the power of targeted interventions to change the course of a young person's life.

Her story ends with a message of hope, not just for herself but for other children in similar situations. *"It has helped children who are experiencing abuse,"* she says, advocating for the expansion of such projects. Her hope is that more children can be freed from abuse and exploitation and have opportunities similar to hers.

Her story is a beacon of hope, showing how resilience, coupled with support, can pave the way for a brighter future.

#4: From Domestic Work to Empowerment: A Young Girl's Journey in Nyamagana

About the Girl

A determined 19-year-old girl who resides in Nyamagana, Mwanza, Tanzania, has a story that reverberates with resilience and aspiration. Her journey unfolds as a testament to courage and empowerment amidst life's adversities. As a result of the project, in her free time nowadays, she prefers to talk with neighbouring child domestic workers and educate them about their rights and responsibilities.

Daily Life as a Child Domestic Worker

Her day commences at the crack of dawn, around 6:00 am, diving headfirst into a whirlwind of chores - cleaning, preparing breakfast, washing dishes, and orchestrating meals for the household she serves. She dedicates herself to a myriad of domestic chores, from maintaining cleanliness to laundry and meal preparation. Among these tasks, she finds particular joy in cooking, fostering a preference steeped in passion.

Starting in Domestic Work: Initial Challenges and Hardships

Her journey into household work wasn't straightforward. Faced with the need to sustain herself after completing her ordinary secondary studies, she deliberated on viable options. An opportunity arose through a family member who persuaded her and her family to agree to her employment. However, her initiation into domestic work was fraught with worry. Concerns lingered about timely payment and avenues for recourse in case of discrepancies. She faced the formidable challenge of an employer prone to shouting and complaints, an environment steeped in anxiety. There was an incident where a delayed meal (diner) provoked severe reprimand, leaving her crestfallen and wishing to flee.

The Transformation Through the Project's Support

Through the haze, beams of hope penetrated. The project acted as a catalyst for her aspirations, bolstered her confidence, and elevated her capacity to engage with both her employer and fellow child domestic workers. Through vocational training, she was equipped with tailoring and design skills. She envisions herself now as a celebrated tailor and designer, aspiring to become a beacon of empowerment for other child domestic workers. Her relationship with her employer blossomed into one marked by collaboration and mutual support, a testament to the positive transformations borne out of understanding and cooperation. Also, she was provided with the pivotal role of being a member of the child domestic workers' committee. Through this role, a notable memory resides in her recollection pertaining to her neighbour, a child domestic worker whose employer was an alcoholic, who spent night hours at the glossary having drinks with friends. When her employer gets drunk, she always calls this neighbour child domestic worker to go to the glossary for an escort. This neighbour child domestic worker was not happy with that because she was interrupted during her resting/ sleeping time and still needed to wake up early in the morning for household chores. Additionally, this neighbour child domestic worker was not also paid her salary on time. Moved by empathy, she aided this neighbour child domestic worker by reporting her issues to local authorities, facilitating her employer's education on child domestic workers' rights and responsibilities.

A Parting Note

With a newfound confidence instilled by the project, her trajectory pivoted towards going back to school, illuminating a path toward her dreams and aspirations. To fellow child domestic workers in similar situations, she imparts sage advice: to report issues they encounter and seek support without fear.

#5: Resilience and Dreams: A Young Girl's Journey in Nyamagana

About the Girl

In Nyamagana, Mwanza, Tanzania, within Muhandu, unfolds a story of resilience embodied by a 17-year-old girl. Her narrative transcends mere labour; it's a testament to determination, challenges, and the illumination of dreams amidst adversity. In her leisure, she finds comfort in watching TV and plaiting her neighbour's hair.

Daily Life as a Child Domestic Worker

Her routine revolves around household chores, beginning at 6 a.m. - cleaning, preparing family meals, shopping for lunch, and assisting in the family shop until the evening.

Starting in Domestic Work: Unexpected Beginnings

Her journey into domestic work was unexpected. Despite the fact that her first chapter unfolded under her grandmother's guidance, who paved her path to her initial employer, she was excited because she knew that she was going to earn and be able to support her family and also obtain her basic needs. At first, an agreement with the employer was to do the domestic work, but upon arrival, she was tasked with working in the employer's glossary, where she was selling alcoholic drinks. She has a tough time working there, as the drunkards are so disturbing and sometimes humanized. As she continued working there, she was not happy about the job. This was noticed by a relative of her employer, who asked her if she could move and work in her house. She agreed and moved to her second employer, where she is happy now working in a place not associated with alcohol. Her duties include cleaning the house, washing, cooking, walking to the market and shopping for the house, and sometimes selling domestic needs to the family shop. Yet, amid these tasks, she likes washing dishes the most.

Discovering Hope in the Project

While content in her new environment, unfortunately, one day during the day light, she overslept, leading thieves to break into the house and steal everything. She was so confused, and this marked the start of a very hard time with her employer. However, through the haze, beams of hope penetrated. The project intervened, nurturing growth and offering enlightenment. Through the trials and triumphs, her relationship with her employer flourished into friendship. Their bond exceeded work, intertwining their lives. Her employer became more friendly and increased her salary from TZS 40,000 to TZS 50,000 per month. Also, unlike previously, nowadays she is provided with free time and allowed to make batik, a skill she has learned from the vocational classes. She sells the batik in her employer's shop, earning an extra income.

Guidance for Similar Journeys

Her message to others treading similar paths echoes with resilience - a call to resilience, hard work, and unwavering determination. Her journey stands as a beacon, illuminating the path for others in similar situations. Her gratitude radiates for the project that not only reignited the spark of education but also ignited the flame of skills within her. She is now equipped with knowledge and expertise and stands ready to stitch her dreams into reality.

#6: Strength and Aspirations: The Life of a Young Girl in Ilemela

About the Girl

In Ilemela, Mwanza, Tanzania, resides a story of strength and aspirations in the life of a young girl aged 19 years old. Her story, entwined with labour and dreams, speaks volumes about resilience against the backdrop of challenges. Within the realm of culinary arts, her passion for cooking illuminates her world, providing solace amid life's trials and chores.

The Daily Life as a Child Domestic Worker

Working as a child domestic worker, her typical day is filled with duties, making sure that the family has all its needs met. The tasks range from preparing children for school daily in the morning to tending to household chores, meticulously cleaning the kitchenware, and cooking for the family. Ensuring the cleanliness of the poultry coop is an extra duty. Yet, amid these tasks, she likes cooking the most.

Starting in Domestic Work: Facing Challenges

Her first step into domestic work was troubled with fear, a discouraging step far from her family that left her unsettled. Encouragement from her mother, spurred by a friend, nudged her toward this employment journey. Yet, anxiety clouded her initial days with worrisome tales of strict and loud employers. Thoughts of living far from home amplified her uncertainties. She recalled, *"I grew up hearing that the employers are harsh and noisy, and I thought, will I be able to live with them away from home?"*

The hardship arrived in the form of a broken wedding picture unjustly attributed to her. Speechless and disheartened by this false accusation, she couldn't rectify the misinformation. Amid this turmoil, the project emerged as a beacon of hope, bringing light into the darkness of her ordeal.

Discovering Hope in the Project

The project honed her hairdressing and batik-making skills, expanding her earning potential. Alongside, her employer's attitude transformed, embracing her with warmth and considering her part of their family. Her ambitions transcended her current circumstances; envisioning a salon that also sells her batik creations became her aspiration. Acknowledging the project's pivotal role, she credited the vocational classes for honing her expertise in these crafts, edging her closer to her dreams.

Empowered by the project on recognising and reporting abuse, she extended her empathy to a neighbour, also a child domestic worker facing mistreatment. Their shared moments during water-fetching conversations led to counselling and, ultimately, the neighbour's escape from the abusive household after incidents were reported by herself to the Street Chairperson.

Guidance for Similar Journeys

Her message to others on a similar path echoes resilience, encouraging them to stand for their rights and seek aid when mistreated. She aspires to share her batik-making skills with those facing similar situations. Expressing sincere gratitude to the project, she credits it with nurturing her skills and expanding her network, guiding her towards her dreams despite the shadows of adversity.

Appendix 4: Terms of Reference - End of Project Evaluation

Introduction

Background information

Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work is a 33-month project aimed to curb exploitation and slavery-like practices in child domestic work and to enhance protection of children from exploitation.

The project is implemented in Ghana and in Tanzania by Anti-Slavery International in partnership with LAWA-Ghana, Challenging Heights and the Tanzanian Child Domestic Workers Coalition.

The project's goal is to ensure that *children involved in child domestic work are free from abuse and exploitation and have their rights respected, enabling them to lead full and independent lives.*

The project result areas are:

Outcome 1: Child domestic workers are better prepared and are supported by their communities in exercising their rights and accessing better socioeconomic opportunities;

Outcome 2: Child domestic work is more visible to authorities, enabling better regulation and enforcement at local, national and international levels.

Under Outcome 1, the project intervention has sought to improve the ability/ capacity of child domestic workers (CDWs) to seek and obtain recognition to their rights as children and as workers. To achieve this, three sub-objectives were pursued:

- *At the CDWs' level:* Improved awareness and understanding of child rights and labour rights; of where and how to seek protection from abuse and exploitation;
- *At their employers' level:* Improved awareness and understanding of employers' responsibilities vis-à-vis their CDWs (as relative/nonrelative employer);
- *At the broader community's level:* Enhanced capacity of duty bearers – including Community Child Protection Committees (CCPCs) teachers and street leaders (SLs) to identify, prevent and protect children in exploitative domestic work. This includes referral of children at risk of, or in exploitative domestic work, to service providers (SPs).

Under Outcome 2, the project has sought the recognition from national and sub-national statutory duty-bearers of the urgency to address exploitation in child domestic work and to take action to better regulate it.

The project intervention has been carried out in the face of competing policy priorities in the fight against child labour, particularly in more “visible” sectors such cocoa-production and fishing across selected locations in Ghana, and mining and quarrying nationwide in Tanzania, “at a time when governments are grappling with restricted fiscal space” as highlighted in ILO's 2019 Global Report on Child Labour.

The project's key ‘components’ include:

- Direct support and assistance to CDWs, following identification, screening & assessment. Direct support includes: psycho-social rehabilitation; child rights education; support with

formal education and/or vocational/skills training; withdrawal of children in worst forms of child labour (underage; presenting severe safeguarding concerns etc.) shelter-based rehabilitation and reunification with biological family or other guardians;

- Research with CDWs;
- Training and capacity building of duty-bearers (national/sub-national levels);
- (Tanzania) Development/approval of specific by-laws on CDW to improve capacity of local law-enforcing agencies to ensure compliance with legal provisions on child light work and employment;
- (Ghana) Establishment of (community) Child Advisory Committee (formed by government and community leaders) to improve coordination of the various actors/ agencies responsible for the protection of children from economic exploitation.

In Tanzania, a CDW advisory committee has been formed to promote CDWs' engagement in activity planning and delivery, including in project advocacy and policy influencing.

Objectives of the evaluation

The objectives of the end-line evaluation are to:

1. Evaluate the achieved results against the stated objectives and the extent to which the overall goal has been reached;
2. How the project has contributed to achieving long-term impact;
3. Identify and document key lessons learned, challenges and draw recommendations for future programming.

The findings and recommendations from the evaluation will be shared/discussed with key external project stakeholders.

Scope of the evaluation, evaluation criteria and questions

This evaluation will take place across a sample of project communities in the two countries. In each country, at least one area in each district will be selected for field work. Relevant stakeholders (children, partner project teams, government officials and representatives, community members, local NGOs) who participated in the implementation of the project will also be consulted.

The evaluation will need to address the following criteria and key questions and develop an appropriate evaluation methodology accordingly:

Relevance:

- What do (in/direct) beneficiaries – especially CDWs – understand the purpose and aims of project to be?
- How do they perceive the relevance of the project objectives, of the activities implemented and of the changes brought about?

Effectiveness:

- To what extent have project outcomes been achieved? Specifically:
 - To what extent do children feel better able to seek and obtain protection within host family's homes and at the community level? What are children's accounts of the changes in their ability to exercise their rights to protection?

- To what extent do they feel safer within their host families' homes and within their communities?
- What challenges/ barriers to CDWs' views and concerns being listened to and actioned has the project addressed, and which barriers have not been addressed, from the children's perspectives?
- How (extent to which) has greater awareness and understanding of exploitation in CDW led/contributed to improved monitoring and/or regulation of its practices by duty bearers?
- What were the major factors influencing the achievement of project outcomes?
- (Effectiveness of management arrangements) How was project learning generated and applied to improve the delivery or effectiveness of activities?

Efficiency

- Were the human and financial resources used appropriately in a timely manner? Were decisions taken which helped to enhance efficiency in response to new information?

Sustainability and likelihood of impact (direct, indirect, intended and unintended)

- To what extent has the project goal been achieved?
- What are the signs that the project is contributing to achieving the intended impact (long-term systemic change)?
- To what extent and how has the project contributed to addressing drivers of child vulnerability to severe exploitation in DW?
- To what extent are the positive changes brought about by the project likely to continue after the end of the project?

In relation to children's participation and safeguarding

- To what extent – and how – have CDWs been able to influence project planning and implementation? What do children view as the (positive and/or negative) outcome(s) of their participation? How can their engagement be promoted more effectively in future programming?
- How effectively has child safeguarding principles and practices been integrated into project implementation? What were the main challenges, opportunities and lessons learned?

Expected methodology

The consultant/team is expected to use methodologies that are appropriate to the context and relevant to the intervention and evaluation good practice. All information should be triangulated and cross-examined where possible. Overall, the methodology for the evaluation should include:

- A desk review of existing documents and evidence (available documentation: project documents, logical framework, quarterly and annual reports, report of findings from annual baselines and endlines, monitoring visit reports, key policy documents);
- **Use of child-friendly, gender- and age-sensitive methods and techniques that are conducive** to both young and older children being able to express their views and feedback and have these incorporated into the evaluation findings;
- **Use mixed-methods approach for gathering, analysing and presenting information** that is context-appropriate to answer the different evaluation questions, including in-depth

interviews and/or focus group discussions with CDWs and duty-bearers to explore changes brought about through the project;

- Ensure **that safeguards for the children and vulnerable adults** involved in the exercise are in place throughout the evaluation;
- Systematically obtain **informed consent** from project beneficiaries and stakeholders directly providing information for the evaluation through data collection methods.

Deliverables and timing

The deliverables and timing are as follows:

Task	Deliverable	Timing
Inception: Desk review of existing documents; Preparation of the inception report	Submission of the inception report	W/c 7th of August 2023
Incorporate contractor's feedback to the inception report, prep work for fieldwork	Submission of the inception report with feedback incorporated	w/c 14 August 2023
Field work, data cleaning and analysis and reporting	Submission of draft report of findings	Fieldwork: <i>August and September, maximum of 10 days in each country</i> Submission of draft report: 02 October 2023
Presentation and validation of the preliminary findings	Validation workshops with project partners and where applicable, representatives of CDWs.	w/b 09 October 2023
Revised draft report based on the feedback received	Submission of the final report	26 October 2023

The inception report should contain a comprehensive overview of the evaluation methodology that will be used and a work plan, according to each of the evaluation questions outlined above.

The Evaluation Team/consultant will be required to deliver a virtual/remote presentation of the evaluation findings, as an integral part of the submission process.

The final report should be concise (no more than 30 pages), excluding the annexes. It will include the following:

1. A short, 2-page summary of key findings and learning, to be used for communications purposes
2. Executive Summary with key findings, conclusions and recommendations
3. Tables presenting the key results (i.e. figures and qualitative results) achieved per objective (expected and unexpected)
4. Clear conclusions and constructive recommendations based on the evaluation findings: these should be developed in dialogue with stakeholders
5. Lessons Learned
6. Annexes (list of interviews, TORs, list of documents consulted, etc.)

The evaluator/ evaluation team is expected to share with the contractor clean copy of data collection tools used in the study and of Data Set (including transcripts) for both the qualitative and quantitative aspects of the evaluation.

Budget

The estimated budget for this work is £12,000 for fees. On top of this, we have budgeted for per diems/ DSA, local and international travel – if any further expenses are required, please include these in your financial proposal. Please note that if you are UK VAT-registered or are resident for tax purposes outside the UK, then the budget for fees is £10,000.

Fees will be paid as follows: 30% on inception; 50% on presentation & validation of preliminary findings and 20% on our acceptance of the final report.

Experience and qualifications of the consultant/ service provider

Bidders should have:

- Extensive experience of conducting end of project or impact evaluations in the child rights/child protection/child labour 'domains';
- Knowledge of - and experience in issues related to child labour and child protection;
- Strong quantitative and qualitative research and evaluation expertise, including advanced capacity in processing and analysing data;
- Experience in conducting research with children using interactive, child-friendly and age-appropriate methodologies according to research ethics and safeguarding principles;
- Ability to produce well-written and analytical report and to present findings in English.

Desirable

- Fluency in Swahili
- Good understanding of the context in Ghana and Tanzania and updated knowledge of related country policies

Application process

Please submit the following application documents to m.medusa@antislavery.org no later than 2pm UK time on 26 June 2023, referencing "End of Project Evaluation" in the subject line and including all support documents.

Interested applicants should provide a proposal covering the following aspects:

- **Proposed methodology**, including outline of overall evaluation design, cohort tracking and sampling approach; Ethics and Child Safeguarding approaches: applicants are required to set out their approach to ensuring complete compliance with international good practice with regards to research ethics and protocols;
- **Work plan** for the proposed timeframe and statement of availability for the duration of the assignment;
- **CVs** of each member of the Evaluation Team, detailing relevant skills and experience;
- **Two examples of relevant previous work** undertaken by the Evaluation Team (involving both quantitative and qualitative analysis);
- **Financial proposal**;
- The names and contact details (email address) of **two references** for similar work.
- Submissions that do not include references will not be considered.

