

DFID Governance & Transparency Fund

Annual Report

Year Four: 01/04/2011 – 31/03/2012

1. Programme Identification Details:

GTF Number	327
Short Title of Programme	Slavery and Child labour: Governance and Social Responsibility
Name of Lead Institution	Anti-Slavery International
Start date	28/08/2008
End date	27/08/2013
Brief Summary of Programme:	<p>The programme will make concrete progress on the effective prohibition of worst forms of child labour, and improvements in the prevention, protection, release and rehabilitation of child workers and children at risk. It will build capacity within grassroots local partners and set up lobbying & advocacy campaigns involving the formation of national, regional and international alliances; supported by awareness-raising activities through the media. The campaigns will press for law reform, greater implementation of existing laws, and new independent monitoring bodies. This will be reinforced by training for NGO and statutory service delivery staff. The focus is child domestic workers (CDWs) and the particular vulnerability, exploitation and abuse they face as a result of their lack of status as children, the lack of recognition accorded to domestic work as an occupation and the prevailing social and economic background from which most child domestic workers are sourced.</p>
List all countries where activities have taken or will take place	<p>Partners and SGS grantees: Costa Rica, India, Peru, Philippines, Tanzania and Togo</p> <p>SGS grantees: also in Benin and Burkina Faso</p>
Target groups and wider beneficiaries	<p>The key beneficiary group is CDWs and former CDWs. Other beneficiaries/target groups include – NGOs working with children, government ministries and service providers, international institutions & rights mechanisms, legal bodies, general public. The programme's overall advocacy aim of promoting the adoption of international and national legislation protecting CDWs will have an impact in the lives of over 15 million CDWs in the 6 countries concerned and others worldwide.</p>

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2. List of Acronyms

AC: Advisory Committee, **AGTR:** Asociación Grupo de Trabajo Redes, **ASI:** Anti-Slavery International, **CDWs:** Child Domestic Workers, **CP:** Child participation, **CPETI:** Committee Prevention and Eradication of Child Labour, **CR:** Child rights, **CSOs:** Civil Society Organisations, **DNI:** Defensa de los Niños Internacional, **DWs:** Domestic Workers, **ILC:** International Labour Convention, **ILO:** International Labour Organisation, **IPEC:** International Programme on the Elimination of Child Labour, **M&E:** Monitoring and Evaluation, **MoL:** Ministry of Labour, **MPs:** Members of Parliament, **MTR:** Mid-Term Review, **NDWM:** National Domestic Workers Movement, **NGOs:** Non-Governmental Organisations, **SGS:** Small Grants Scheme, **SOAS:** School of Oriental and African Studies, **VF:** Visayan Forum, **VfM:** Value for Money

3. Executive Summary (max. 2 pages)

Overview

With an adjusted log frame and improved strategies for M&E, significant progress has been made through enhanced learning and building the capacity of partners. In turn this has supported achievements in all areas of the programme including, improved accountability and governance for CDWs rights both at national and global levels, child participation, advocacy, the SGS and engagement of employers.

Child Participation & Advocacy

In June 2011, the new ILO Convention 189 on Decent Work for Domestic Workers was adopted. ASI was involved in high level advocacy and campaigning to promote the adoption of the convention and ensure that specific provisions to protect the rights of CDWs were included. Partners and ACs of CDWs participated in national and international advocacy for the adoption of the convention and its ongoing ratification. Advocacy successes have also been achieved at the national level in Peru, Costa Rica, Tanzania and the Philippines.

National and international level advocacy has been driven by child participation, a key focus of the project. A group of CDWs from partner countries travelled to Geneva to participate in lobbying for the adoption of the ILO Convention 189. Advisory Committees of CDWs continue to provide a platform for meaningful child participation and child-led advocacy. Child participation has also been strengthened in the SGS component, as all grantees received training on child participation and developed mini advocacy plans which will be implemented in 2012 -13.

Sustainability of the programme has been enhanced through the increased focus on advocacy which has enabled partners and SGS to further develop relationships of trust with government at national and local level, employers and other CSO on CDW issues. Investment in child participatory advocacy has built the capacity of partners and SGS and will embed good practice for future work.

Evidence of achievements so far indicates that we are fully on course to achieve the programme objectives within the time programme timeframe.

Monitoring and evaluation

Adjustments to the programme in response to last year's MTR have ensured new structures for improved M&E become embedded in the programme. The employment of a Learning and Accountability Officer has strengthened monitoring across the programme. Partners have used an Outcome Mapping process based on the Theory of Change to identify measurable indicators, targets and milestones for the agreement of the new log frame.

SGS participants have also completed a comprehensive questionnaire and attended peer learning meetings to promote learning across the programme and to share different approaches to work with CDWs. A key innovation has been the introduction of tracking tables to monitor partners' progress throughout the reporting period. Each partner organisation submits a quarterly tracking table which is checked and approved by the Programme Coordinator before any financial disbursements are made. This contributes to ensuring VfM across the programme. Through this innovation we are able to improve monitoring of step by step progress in each partner country. The process is also beneficial for building capacity of partners, as they are required to provide more accurate and significant information at regular intervals.

External events/unintended consequences

A positive development during the reporting period is the achievement of partners and SGS grantees in securing new funding from external sources to support their activities. Our partners AGTR in Peru have received a joint grant from Comic Relief with ASI. Two SGS grantees in Peru and Tanzania have also secured external funding.

In contrast challenges have been faced by local partners in pursuing advocacy with national governments. In Peru, delays were incurred to the adoption of a National Plan of Action due to national elections and formation of a new government in June 2011, which made substantial changes to responsible personnel. In the Philippines, fast-track passing of the DWs Bill by the House of Congress has been slower than planned.

4. Programme Management

Following agreement resulting from the MTR process, Lucy Brealey was appointed Learning and Accountability Officer in October 2011 for 18 months. Lucy, has an MSc in Development Studies from SOAS and over 5 years working experience in international development both in the UK and overseas. Prior to joining Anti-Slavery she worked at Comic Relief, where she was responsible for learning. The Learning and Accountability Officer is strengthening the programme's monitoring process, working closely with local partners and the Programme Coordinator.

5. Working with implementing partners

In October 2011 ASI and the six local organisations held the third partners' meeting in London. The partnership agreed the implementation of the final phase of the project, including final adjustments to the logframe. Important monitoring and learning procedures and tools were agreed, such as the introduction of tracking tables and agreement on learning processes for the SGS and participation assessment. These are discussed in further detail under Section 7 (M&E Arrangements) below.

During the reporting period, the project officer at Kivulini (Tanzania) moved on and a successor was appointed.

6. Risk Assessment

Risk	Potential impact	Probability	Mitigation measures
General/Global			
Ratification of ILO Convention 189 is slower than expected; entry into force delayed	Medium	Low	Maintain pressure on States, particularly Philippines and Togo who seem most favourable – work closely with MoL and Ministry of Foreign Affairs; Offer technical assistance to States
Threats to local partners' staff	Medium	Low	Build and maintain good relations with community police and civil servants
Changes in staff within local partners led to slippage in project deliverables	High	Low	ASI to remain in close touch with partners and assist with exit interviews and handover
CSOs lack coordination and hold differences of opinion on strategy and substance	Medium	Low	Maintain close links with local and national CSOs, involve as much as possible in planning and review, to ensure greater buy in
Weak monitoring systems mean we are unable to fully assess impact and VfM	High	Low	Ensure that tracking tables are completed quarterly, chase any information, analyse/ assess against all indicators identify gaps; Ensure partners understand questionnaires (language issues) evaluating SGS; ensure conclusions/learning shared back
Costa Rica			
Output 1 Parents do not see value of CP	Medium	Medium	Develop and maintain good relations with parents – include in planning as much as possible
Output 2 - SGS lack strategies to sustain activities;	High	Medium	Follow-up and technical support to the SGS grantees. Bi-monthly meetings to check progress towards the strategies to ensure continuity of projects.
Output 3 CDWs & others fear reprisals for reporting.	High	Medium	Demand the government provides protection to the victims and those who report abuses through meetings with those responsible for compliance at the National System of Protection of children and adolescents.
Output 4 employers don't recognise themselves as such and so refuse to engage	High	Medium	Use fun activities to encourage employers to participate in event and discussions – avoid demonizing – use positive language – find role models for peer learning
India			
Output 1 High	Medium	Medium	Ensure that CDWs inform us when they

<p>turner over of CDW in ACs due to members having to migrate with their families</p> <p>Output 2 Vast distances constraint to organizing advocacy events/training</p> <p>Output 3 Duty bearers don't engage & collude with employers to prevent change</p> <p>Output 4 Lack of cooperation from employers</p>	<p>Medium</p> <p>High</p> <p>Medium</p>	<p>Medium</p> <p>Low</p> <p>Medium</p>	<p>move so we can keep track and put in touch with support services;</p> <p>Ensure good communication between SGS and partners; ensuring timings of training activities suits all, provide feedback for those who cant attend</p> <p>Work with and lobby duty bearers at regional and national level regularly – to build trust – ensure AC/CDWs involved in advocacy</p> <p>Engage positively with employers – no confrontation seek their opinion</p> <p>Identify employers who promote child rights (do not employ children for Domestic Work) and organise meetings to highlight the plight of CDWs.</p>
Peru			
<p>Output 1 CDWs lack time & limited # can be involved in the AC reducing the impact of CP, also</p> <p>Output 2 SGS & CSOs lack understanding of CP</p> <p>Output 3 Duty bearers in general supportive but new government does not prioritize CDW issues</p> <p>Output 4 Employers refuse to accept their responsibilities -</p>	<p>Medium</p> <p>Medium</p> <p>Medium</p> <p>High</p>	<p>Medium</p> <p>Medium</p> <p>Low</p> <p>Medium</p>	<p>Activities should be planned at time when CDWs can attend. The numbers of children in the AC are being improved (from 5 in 2010 to 18 in 2011) continue outreach</p> <p>Training to be provided on CP and advocacy ASI to review children protection policy w/ relevant protocols which include CP in advocacy</p> <p>Continue to build rapport with national government, new president supportive and AGTR continues to be invited to participate in CPT</p> <p>Local promoters visit San Juan regularly to speak to employers; consult regularly and invite them to fun activities. AGTR is focusing in change perception that CDW, as good for the girl child and society in general</p>
Philippines			
<p>Output 1 Irregular participation of members of AC due to change in employers or dropping out from school. Output 2 Key staff SGS/ partners fail to</p>	<p>Medium</p> <p>Medium</p>	<p>Medium</p> <p>Medium</p>	<p>Regularly monitor and counsel Advisory Group members in their workplaces and in their schools. Retain transparency of communications;</p> <p>More proactive monitoring and sharing of lessons amongst SGS partners</p> <p>New government very supportive, VF to continue high level advocacy - President signaled intention to sign/ratify</p>

convince their Board to adopt plans to sustain initiatives Output 3 ILO 186 is not signed/ratified Output 4 Too few employers reached to make impact	Medium	Low	Seek new avenues to connect, for example rotary clubs, homeowner associations, also explore using business as a lever
Tanzania			
Output 1 Regular interchanging of AC members due to change of work places Output 2 SGS do not have the capacity to engage in adv Output 3 duty bearers less supportive Output 4 employers not aware of CR	High	Medium	Improving good relationship between CDWs and their employers
	Medium	Medium	Support for the development of advocacy plans. Provision of training on advocacy skills.
	Medium	Low	Meet regularly with policy makers particularly civil servants to maintain trust and positive relationship - track progress on adv and identify blockages
	Medium	Medium	Ensure awareness raising on child rights at meetings through sustained messages – work with supportive employers to reach others.
Togo			
Output 1 Cultural obstacles to CP Output 2 lack of resources prevent CSOs from working together Output 3 Gov reluctant to improve legal framework Output 4 contracts fail to improve CDWs' conditions	High	Medium	Extensive and in-depth awareness-raising with stakeholders with concrete examples of best practice. Capacity-building on child participation.
	Medium	Low	WAO Afrique to strengthen is communications with CSOs to develop ownership invite to events and seek input and participation
	Medium	Low	WAO Afrique continue to lobby and encourage Government of Togo to take leadership on issue rather than CSO so far strategy has paid off
	Medium	Medium	Educate employers about the value of contracts for both parties, draft a contract that is agreeable to both parties

7. M & E Arrangements

As a result of the no-cost extension and the arrival of the Learning and Accountability Officer, the programme's M&E procedures were considerably strengthened. During their latest meeting partners used an Outcome Mapping process to identify boundary partners and relevant progress markers to the project. This was helpful to support the finalisation of the logframe through the development of measurable indicators, means of verification, targets and milestones.

A monitoring framework for the SGS was also developed, ensuring that learning is captured and shared. Following comprehensive questionnaire and peer learning meetings in each country, a Theory of Change process will evaluate the impact the SGS has had, draw out learning on the differing contexts and approaches used to work with CDWs in each country, and will support grant holders to plan future work.

The partnership also developed monitoring processes to ensure that implementation is on track, introducing tracking tables to closely monitor progress against outputs, indicators, targets and milestones from the logframe, as well as budget allocations. Each partner is required to submit a completed tracking table quarterly and financial disbursements are conditional on the receipt and approval of tables by ASI's Programme Coordinator.

Strengthening monitoring procedures, particularly the introduction of tracking tables, has improved daily programme management, relationships with partners, financial control and delivery of activities according to plans. They provide more and better information to draw lessons learned for the programme and for broader learning processes. ASI is currently developing an organisational VfM framework, through consultations with DfID and other CSOs who are part of Bond's working group on VfM.

8. Logframe Changes

The latest version of the logframe ("GTF327 LOGFRAME September 2012") is included. Changes reflect revised indicators and updated targets and milestones for the coming year (as revised during the October 2011 partners' meeting in London), as well updated means of verification.

9. Emerging impact on governance and transparency

Please refer to Annex A9.

10. Cross-cutting issues

Climate change

The Philippines is considered particularly vulnerable to climate change. VF assert there is anecdotal evidence of increasing numbers of girls forced to perform domestic work for other households without pay in flood stricken areas. In response, VF has begun liaising with other NGOs working on climate change and disaster response.

Human trafficking

VF led a national movement bringing together over 10,000 campaigners united under the banner *Walk for Freedom* in a strong show of support for the ratification of ILO Convention 189 on Domestic Workers and its proposed enabling law the *Batas Kasambahay* (Domestic Workers Act). The movement also calls for an end to human trafficking, drawing supporters from multi-sectoral partners and communities and increased the programme's capacity to reach CDWs that have or are under the risk of being trafficked. Additionally, this engagement contributes to expanding the focus of human trafficking debates in the country beyond trafficking for prostitution, and bringing trafficking for forced labour to greater public attention.

Human rights defenders

In Tanzania, in September 2011 Kivulini's project staffer Masesa Bandoma was arrested and ill-treated whilst in police custody following his intervention in the case of an abused CDW involving a police officer. However, the case against him was immediately dismissed by the local courts.

11. Progress towards sustainability

Partners' capacity (skills, resources, political space)

Partners' capacity, including that of SGS grantees, has been increased through training on child participation and advocacy. Joint development of detailed advocacy plans and better M&E structures will also increase the sustainability of local partners' initiatives. All partners reported that the children's ACs were strengthened and their members have growing confidence and skills. They are able to identify their own activities, liaise with government/CSOs, provide peer support, recruit fellow CDWs and refer them to relevant organisations independent from the availability of funds. Strengthening ACs also supported the formation of new organisations led by CDWs and former CDWs, such as Wote Sawa in Tanzania.

All partners reported greater access to political stakeholders. They held meetings – most of them attended or led by CDWs themselves – with government officers to lobby for the approval and implementation of legislation and policies to protect the rights of CDWs. In Tanzania, CDWs were able to meet MPs quarterly. In the Philippines, the chair of the ILO committee on DWs is a close ally of VF, which has ensured access to high-level advocacy spaces. In Costa Rica, DNI established a partnership with the Minister of Culture and Labour that resulted in concrete contributions towards the project's goal, including government's awareness-raising on CDWs' rights (particularly in rural areas) and DNI's participation in fairs on child labour in 9 localities. DNI also established a partnership with the San Jose municipality resulting in the provision of awareness-raising on early pregnancy for CDWs for 5 months.

In Peru, AGTR's lobbying resulted in important policy-making achievements. CDWs were included in the national Plan to Prevent and Eradicate Child Labour, in the Regional Strategic Plan for the Ayacucho region; and in the Work Plan of 15 DEMUNAs (Defensoría Municipal del Niño y el Adolescente) in the provinces of Huamanga and Ayacucho. DWs were also included in the National Plan on Gender Equality 2012-2017. A draft amendment to the code of Children and Adolescents to improve conditions for DWs was approved by the Ministry of Women and Vulnerable Populations and is now being considered by Parliament.

Negative/positive external events

The main positive external event that contributes towards sustainability of the programme's objectives was the adoption of the ILO Convention 189 on Decent Work for Domestic Workers in June 2011. ASI's role was instrumental in obtaining recognition and inclusion of the plight of CDWs in Article 4 of the Convention 189 and accompanying Recommendation 201. Further to high-level advocacy and public campaigning, we organised for a group of CDWs to attend the Conference in Geneva to ensure that their voices were heard in the deliberations.

At national level, there were positive developments that contribute to the programme's sustainability. The approval of by-laws in Tanzania is an important step to ensure that laws protecting the rights of CDWs are implemented at local level. The Parliamentary

Committee in India recommended that the government includes DWs in the Sexual Harassment Bill currently being discussed. In Togo, even though the ILO Convention has not yet been ratified, it is helping the programme to achieve its goals of amending Arête 1464 and adopting new legislation on DWs. As a result of VF's work, the new President of the Philippines included a reference to DWs in his first address to the Nation, demonstrating that the issue has a priority place on the government's agenda.

During the reporting period three different partners and SGS grantees received new funding, which increases the long-term impact of the programme's activities. Comic Relief awarded ASI and AGTR a large 5 year grant to continue work with CDWs in Peru. A SGS grantee in Peru (Mi Espacio para Crecer) received external funding and a Tanzanian SGS grantee Wote Sawa received a grant from Mama Cash. It is important to note that both groups are CDW led and did not exist before the current programme.

Collaboration, networking and influence over public opinion

Media coverage of the adoption of the ILO Convention raised the profile of domestic work globally. Our campaign successes were featured in over 356 separate pieces of coverage. We achieved 13 UK national news pieces, including three in the Guardian and one in the Independent. Our partners Children Unite developed the "Stand with Us" blog where CDWs shared their experience of participating in the ILO conference. There were 2,193 page views on the blog up to July 2011, and 50 posts on our Facebook page drove traffic to the blog and our website. As a result the message board received 75 messages of support from people all around the world. At the national level, all partners reported improved public support and media perception of CDWs' rights through media exposures and public campaigns, many of them led by CDWs themselves. Discussions of new legislation or law reforms benefiting CDWs and DWs provided partners with opportunities to raise the profile of the issue.

Capacity of relevant public institutions (skills, resources, political space)

Local partners and SGS grantees delivered capacity-building training on the rights of CDWs to local and national government officers in all six countries, increasing their ability to address the issue. In Tanzania three organisations have trained employers and have had such a level of success that the employers have now organised to advocate with the local government for CDW rights.

In Togo, WAO Afrique initiated a consultation process on a new Arête and ratification of the ILO Convention. However, in order to ensure its official character and relevance, the government was invited to take the lead. The process brought concrete impact (further discussed under Section 13 below) and increased the capacity of governmental institutions involved.

Local ordinances for domestic workers in the Philippines now have budget allocations. This new innovation ensures that policies are now backed by resources, enabling effective implementation. Local capacity has been further enhanced by resolutions that obligate local units (Barangays) to register DWs, including CDWs.

Whether success depends on a sequence of events beyond control

Even though the adoption of the ILO Convention was a groundbreaking achievement, by the end of the reporting period (9 months since adoption) no ratification has been made (although three countries have subsequently ratified, including the Philippines).

ASI and other organisations are currently focusing their advocacy efforts on ratification. We are supporting the “12 x 12” global campaign launched in December 2011 by the International Trade Union Confederation (ITUC) with the aims of getting 12 countries to ratify the Convention by the end of 2012.

A key challenge faced by partners is the adoption or reform of legislation protecting CDWs & DWs in general, including the ratification of the ILO Convention. For example, in the Philippines the fast-track passing of the DWs Bill by the House of Congress has been challenging and the process has been slower than planned. In Peru, a new government in June 2011 meant changes of personnel in 50% of ministries; partners feared that this may jeopardize agreements and contacts previously established. However colleagues at the Ministry of Women and Vulnerable Populations & CPETI are confident a new 5 year action plan will be published in July 2012.

A final issue beyond the project's control is CDWs' mobility in some countries, eg the Philippines and India: When CDWs trained by partners and SGS grantees seek employment in different regions or countries, they move outside of the programme's reach and are unable to participate in activities and take part in advocacy efforts.

12. Innovation

The programme has a strong focus on child participation. The initial “inward-looking” stage, i.e. preparing safe environments and building children's skills for meaningful participation was very successful. CDWs are directly engaged and leading advocacy efforts. The participation of CDWs at the ILO Conference in Geneva was important to ensure that their views were reflected. At the national and local levels, participatory advocacy plans were developed with the children. CDWs are leading advocacy through structures like the ACs and new organisations emerging from the SGS. All partners and SGS grantees received training on child participation to further enhance this component of the programme although impact is yet to be assessed as the training was delivered in last quarter of the reporting period.

The SGS proved to be an innovative way to increase civil society engagement and the programme's outreach capacity. Almost 20% of the SGS grantees did not work with CDWs before the intervention. The SGS is supporting a diverse pool of initiatives and a total of 15 different types of stakeholders were targeted through the work funded.

The multi-sector approach, in the Philippines for example, recognises the complexity of working on the hidden problem of CDWs and all partners reported the importance of adopting a multi-layered approach to advocacy from the local community upwards. VF's engagement with private companies has been successful, even though it may be considered an unusual alliance to promote the rights of CDWs. Companies have responded positively by providing financial and in-kind support to CSOs representing CDWs, for instance through skills training and employment opportunities for CDWs.

Given the nature of domestic work, workers and employers are often isolated. Where local conditions allow, partners have used mobile phones and social media to reach CDWs. In the Philippines, the use of social media to disseminate information has been used to increase the sustainability of actions, since CDWs can be highly mobile. In Tanzania, partners have worked with street leaders to reach CDWs and ensure that the issue is addressed and reported at the appropriate level. It creates a system of

community watch that has proved very beneficial and could be replicated with other groups, although it requires building the capacity of community leaders and ensuring their commitment. Partners have used alternative means to reach CDWs and employers in other countries, such as the use of photo and video exhibitions in Costa Rica and of street theatre in market places to reach employers in India.

13. Learning from GTF

What are the key factors that determine the ability of civil society organisations to have an impact on governance and transparency?

The realignment of the programme towards advocacy, through the development of targeted advocacy plans and accurate monitoring tools, has increased the programme's impact on governance and accountability, especially for the SGS. We also learnt that service delivery activities are crucial to reach governance impact. During a recent SGS peer-learning meeting in Peru, grantees stated that service delivery gave them visibility within the local communities and access to CDWs. This gave them a legitimacy to advocate with them and on their behalf, which would not have been possible if they had not engaged in service-delivered interventions beforehand.

CSOs achieve meaningful impact through engaging with governments. Using the opportunity opened by the adoption of the ILO Convention to push for legislative reform, our local partner in Togo started a series of consultations on a draft law on DWs and the ratification of the Convention. Even though it was an initiative put forward by WAO Afrique, the Ministry of Labour was asked to take the lead as a way to give it an official character, a broader remit and wider recognition. The multi-stakeholder consultations achieved a draft Arête on DW that is aligned with the ILO Convention, which will also facilitate its ratification in the country.

What evidence is there of innovative practice e.g. a new way of tackling a governance issue or an unusual alliance to bring about change.

When provided with adequate preparation and when the environment is made "child-friendly" and safe, it can be very effective to include children in face-to-face meetings. As mentioned in Section 12 above, the "inward-looking" stage, during which both children and the environment were prepared for their meaningful participation, was crucial. The programme has achieved successful participation of children in advocacy at the international, national and local levels, even in contexts and situations where this would not be culturally expected or where children are usually not heard, in Africa for example. Although it is a costly and time consuming process, we believe it is extremely effective to enable excluded groups to have their voice heard in governance.

The experience of establishing a task force bringing together various sectors in the Philippines proved useful in pushing for a common position regarding the ILO Convention and the adoption of the 'Magna Carta' (Batas Kasambahay) by the Lower Chamber of Congress.

One of the core areas to the programme is engagement with employers. The involvement of employers in campaigning for the rights of CDWs is not traditional and hard to achieve but our experience demonstrates that it is producing significant results at the international and national levels in India, Tanzania and Togo. Three SGS holders in Tanzania have had great success with over 300 employers signing contracts

with CDWs, they were able to build on this success as a group of 55 employers have now organised to campaign for CDWs rights.

Which intervention strategies are most influential in bringing about meaningful social change at the local, national and regional levels?

Engagement with a diverse group of stakeholders has proved to be a very successful strategy for change. Our local partners have liaised with government officers, CSOs, parents/families, employers, churches, local leaders and others. This was crucial to reach a greater number of CDWs (a vulnerable and isolated group by nature) and promote attitudinal changes. For example, the involvement of church-based partners in the Philippines was important to overcome employers' resistance to project activities.

The SGS was particularly relevant to this strategy as it increased the programme's outreach capacity. Through the SGS CDWs became more involved with the issue and took the leadership. New groups are emerging as a result of the SGS and some are now becoming independent organisations. The SGS also enabled the programme to reach out to new CSOs that have now included the issue of CDWs in their remit. This is extremely useful for advocacy purposes and highly cost-effective for the programme.

Can you attribute significant social change to your programme?

ASI and local partners worked relentlessly during the process leading to the adoption of the ILO Convention. This work contributed not only to the adoption of the Convention, but was fundamental to ensure that the rights of CDWs were included in the final documents. The ILO Convention is now a landmark for the protection of DWs, including CDWs, and will guide future advocacy efforts at the national level.

In the Philippines, the President's pronouncement that the domestic workers' bill is a priority for the Administration demonstrates the importance of the issue for the current government. VF's ability to develop good relationships alongside high-level and sustained advocacy certainly contributed to promoting the issue further up the official agenda.

Engaging employers is one of the most challenging areas of the programme. However all partners have reported attitudinal changes in this group, such as allowing CDWs to take part in activities, providing them with better working conditions and even publicly advocating for their rights (Tanzania).

All partners also reported greater public interest in the issue and there are more organisations including CDWs in their areas of interest in all countries.