



University of
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Protecting Child Domestic Workers in Tanzania: Evaluating the Scalability and Impact of the Drafting and Adoption of Local District Bylaws

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List of Abbreviations

CDO	Community Development Officer
CDW	Child Domestic Workers
DO	District Officer
NAP-VAWC	National Action Plan to end Violence Against Women and Children
NGO	Non-Governmental Organisation
SL	Street Leader
SW	Social Worker
TCDWC	Tanzanian Child Domestic Workers Coalition
WDO	Ward Development Officer

List of Organisations

BMU	Beach Management Unit. This lakeshore organisation consisted of 15 members, with a secretary and a chair.
CHUDAWU	Conservation, Hotel, Domestic and Allied Workers Union
ILO	International Labour Organisation
Kivulini	Women's Rights Organisation, Tanzania
MOCOSO	Magu NGO specialising in HIV prevention
Nuru	Mwanza NGO and TCDWC Member
Tumaini	Mwanza NGO Employer's Organisation and TCDWC Member
Wajabu	Mwanza NGO and TCDWC Member

Ward Development Committee Ward Development Committees, which are held quarterly, are formed of councillors, a ward executive officer, village or street chair, representatives of teachers in the district, representatives from the professions e.g. doctors, agricultural officers, livestock officers; community development officers and other developmental partners e.g. NGOs.

Wote Sawa	Tanzania NGO
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1 Executive Summary

Facing high population growth and extreme poverty, domestic work in Tanzania offers the opportunity for children with little education to enter paid employment. This report describes an evaluation and analysis of the impact of the drafting, and prospective adoption, of local bylaws designed to protect the rights of such Child Domestic Workers (CDWs) in the districts of Illemela and Nyamagana in the Mwanza region of Tanzania.

This project, led by Anti-Slavery International and its in-country partner the Tanzanian Child Domestic Workers Association (TCDWC), sought to implement a legal framework to ensure that the rights of CDWs were promoted and protected at the local level, in accordance with the Tanzanian Law of the Child Act (2009).

This evaluation shows that the grassroots approach taken to the drafting and approval of the bylaws has had beneficial outputs and outcomes in both project and non-project wards within the two project districts. Six thousand two hundred and eighty six CDWs were registered, almost a third of whom (32.4 per cent) had agreed work contracts. This achievement begins to address the pressing concerns about CDW visibility in Tanzania and stands in stark contrast to the complete absence of CDW visibility in the comparison ward, Magu. There is also clear evidence of an increase in the reported cases of abuse against CDWs in ‘project’ versus ‘non-project’ wards; a discernible shift in CDW, employer and local community attitudes; and greater willingness by community members to intervene where CDWs face discrimination or abuse. Further details of the positive benefits identified by stakeholder group and the key recommendations for the project and its replicability, scalability, impact and sustainability are summarised below:

Positive benefits identified by stakeholder groups

Stakeholder	Benefits
CDWs	<ul style="list-style-type: none"> • Improved working conditions including established right to rest, leave, rates of pay and overtime • Reduced levels of employer-CDW conflict and violence • Greater protection against abuse, appropriate support accessible when needed • Clearer understanding of rights and responsibilities of workers and employers • Greater social connections and reduced isolation • Increased access to schooling • Improved visibility and agency, including as representatives on ward committees • Stronger negotiating capacity • Improved relationships with employers, with some becoming familial • Greater freedom for CDW to worship • Improved social standing • Better family relations • Greater independence and self-awareness
Employers	<ul style="list-style-type: none"> • Clearer understanding of rights and responsibilities of workers and employers • Established contract and framework within which to appropriately resolve concerns • Improved relations with CDWs • Improved support and understanding through responsible employers groups
Community members	<ul style="list-style-type: none"> • Greater recognition of CDWs rights, responsibilities and needs, and accountability for reducing violence and abuse against them • Clearer understanding of rights and responsibilities of workers and employers resulting in more respect for CDWs • Greater understanding of abusive practices and where to report concerns
Local authorities	<ul style="list-style-type: none"> • Clearer understanding of the nature and prevalence of CDW in their areas, the associated issues, and appropriate responses • Clearer understanding of rights and responsibilities of workers and employers • Improved issue resolution mechanisms • Improved referral pathways and procedures between statutory support services • Improved community support for CDWs

Key Recommendations

Maintain and extend the following project activities in Mwanza:

- Engage and leverage local street and village political leaders to engage local communities and to institute CDW contracts;
- Facilitate and promote CDW registration with these local political leaders to improve their visibility and protection;
- Convene CDW associations for mutual support and advocacy;
- Establish and engage with local employers' organisations, identification of local employer champions;
- Collect evidence from CDWs related to local conditions to inform activities to scale to additional wards and districts;
- Collect and analyse data relating to the reporting of CDW abuse;
- Facilitate CDW access to primary education and vocational training;
- Develop relationships between NGOs and NAP-VAWC committees to promote and protect CDWs rights;
- Continue to work with all relevant stakeholders to pass the district level bylaws in Ilemela and Nyamagana;
- Extend community bylaws to manage CDW in all districts in Tanzania;
- Raise priority of CDW with national government to ensure sustained accountability by lower government tiers, potentially through NAP-VAWC.

For Replicability:

- Leverage local street and village government officials at the ward level to engage local community and institute registration and contracts;
- Convene CDW associations for mutual support and advocacy;
- Register CDWs with local street and village leaders to improve CDW visibility;
- Form and engage with local employers' organisations and identify local employer champions
- Engage with local government officials (street and village leaders, ward community development officers and district social workers) to enforce regulations.

For Scalability:

- Collect evidence from CDWs related to local conditions;
- Develop district level bylaws across Tanzania to make explicit duties contained in the Tanzania Law of the Child Act (2009) through a ward-by-ward engagement model.

For Impact and Sustainability:

- Lobby and develop relationships between NGOs and National Action Plan – Violence Against Women and Children (NAP-VAWC) committees to promote and protect CDWs rights.

2 Introduction

2.1 The Legal Framework for Child Domestic Work in Tanzania

The definition of domestic work in Tanzania departs from that proposed by the ILO Domestic Workers Convention C189, which it has yet to ratify.¹ The closest legal description is that of a 'domestic servant' contained in the Regulation of Wages and Terms of Employment Order of 2010 (Mainland), which includes 'any person employed wholly or partially as a cook, house servant, waiter, butler, maid servant, valet, bar attendant, groom, gardener, washman or watchman'.²

Several legal instruments are relevant to the regulation of CDW in Tanzania. These include the African Charter on the Rights and Welfare of the Child, which was adopted in 1990 and entered into force in 1999; the Tanzanian Labour and Relations Act 2004; the Tanzania Child Act 2009 and the law of the Child (Child Employment) Regulations 2012.

Ratified by the United Republic of Tanzania, the African Charter on the Rights and Welfare of the Child defines a child as every human being below 18 years of age. Organised into two chapters, the charter lays out in a sequence of articles the rights and welfare of a child and establishes a committee to oversee them. Of relevance to CDW is Article 15 related to child labour which states that 'every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral or social development'.³ Also relevant are the articles related to freedom of association (Article 8); freedom of thought, conscience and religion (Article 9); education (Article 11); leisure, recreation and cultural activities (Article 12); health and health services (Article 14); protection against child abuse and torture (Article 16); parental responsibilities (Article 20); protection against harmful social and cultural practices (Article 21); separation from parents (Article 25); sexual exploitation (Article 27); and sale, trafficking and abduction (Article 29).

In its 2004 Employment and Labour Relations Act, the Tanzanian Government defined a child as a person under 14 years of age or, if employed in hazardous sectors, a person under 18 years of age. According to Part II of the Act all forms of child labour are prohibited and 'a child of fourteen years of age may only be employed to do light work, which is not likely to be harmful to the child's health and development, and does not prejudice the child's attendance at school, participation in vocational orientation or training programmes approved by the competent authority or the child's capacity to benefit from the instruction received'.⁴

The Tanzanian Law of the Child Act (2009) provides for the 'reform and consolidation of Tanzanian laws relating to children, to stipulate the rights of the child and to promote, protect and maintain the welfare of a child with a view to giving effect to international and regional conventions on the

¹ International Labour Organisation (2011) Domestic Workers Convention available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189 Accessed 28 November 2019.

² International Labour Organisation (2016) A Situational Analysis of Domestic Work in the United Republic of Tanzania available at: https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-addis_ababa/---ilo-dar_es_salaam/documents/publication/wcms_517516.pdf accessed 28 November 2019.

³ African Charter on the Rights and Welfare of the Child (2000) available at: https://www.un.org/en/africa/osaa/pdf/au/afr_charter_rights_welfare_child_africa_1990.pdf accessed 4 November 2019.

⁴ Employment and Labour Relations Act 2004 available at: http://ilo.org/dyn/natlex/natlex4.detail?p_isn=68319 accessed 4 November 2019.

rights of the child'.⁵ In line with the definition of the charter, this act defines a child as a person below the age of 18 and prohibits harmful employment, defined as 'any activity that may be harmful to his health, education, mental, physical or moral development'. In line with the 2004 Employment and Labour Relations Act, children over fourteen years of age retain the right to light work 'which is not likely to be harmful to the health or development of the child and does not prevent or affect the child's attendance at school, participation in vocational orientation or training programmes or the capacity of the child to benefit from school work'. Exploitative labour, construed as that which deprives a child of his health or development, which exceeds 6 hours a day, is inappropriate to his age or for which the child received inadequate remuneration, is prohibited. Night work, i.e. activities carried out between twenty hours in the evening and 6 o'clock in the morning is also forbidden, as is sexual exploitation. The child has the right to remuneration equal to the value of the work done. Violations may be subject to a fine or up to 3 months in prison.

In its most recent periodic report, the United Republic of Tanzania reports progress against the charter in the form of the 2012 Law of the Child (Child Employment) Regulations, which provide guidance on the effective implementation of the Law of the Child Act (2009) with a view to preventing child labour, and the adoption of the National Action Plan for the elimination of child labour (2009-2015) which sought to scale up the prevention of, and provide responses to, the worst forms of child labour in the country. Protection and prevention activities are carried out by labour inspectors.⁶ One of the criticisms of these laws, voiced by NGO participants, is that they were written in English legalese rather than Kiswahili and were therefore difficult for Tanzanians to understand. Although CDW is not specifically mentioned, the Tanzanian Government has also been criticised for its failure to adhere to the charter in matters related to child labour, child marriage and access to education although the focus of complaints associated with child labour have been largely conceived in relation to children engaged in artisanal mining.⁷ Further progress in educational terms is hampered by government policies related to the transition from primary to secondary school. Prospective students are required to pass a national examination, limited by quota, for which there is no re-sit provision. This high-stakes selective approach leaves millions of Tanzanian children locked out of secondary education and without the financial resources required to pay for further vocational training.

⁵ Law of the Child Act (2009) available at: http://www.ilo.org/aids/legislation/WCMS_151287/lang-en/index.htm accessed 4 November 2019.

⁶ United Republic of Tanzania (2015) Consolidated 2nd, 3rd and 4th reports of the implementation of the African Charter on the Rights and Welfare of the Child available at: <https://acerwc.africa/wp-content/uploads/2018/04/Tanzania-Consolidated-2nd-3rd-and-4th-Periodic-Reports-FINAL-Oct-2015-1.pdf> accessed 4 November 2019.

⁷ Human Rights Watch (2017) Letter to the African Committee of Experts on the Rights and Welfare of the Child on Tanzania available at: <https://www.hrw.org/news/2017/05/08/letter-african-committee-experts-rights-and-welfare-child-tanzania> accessed 4 November 2019.

2.2 Child Domestic Work in Tanzania

The rate of population growth in sub-Saharan Africa is the highest in the world, with young people making up the largest and fastest growing proportion of the population.⁸ Children under the age of 18 make up 50.1 per cent of the population.⁹

Evidence suggests that 96 per cent of the population of Tanzania survives on less than \$2 per day, while 28.2 per cent live below the national poverty line.¹⁰

These two related trends force many children to look for informal employment. Domestic work offers an opportunity for young people with little education to enter paid employment not only to meet their own basic needs, but also to provide much needed financial support for their families. Such workers are frequently unmarried girls who may face pressure from their parents to start work rather than to continue with their education. While the number of CDWs is unknown, local ward surveys by Anti-Slavery International suggest that 3 per cent of the population in urban areas may be in CDW.¹¹ And numbers may be increasing.¹²

There is very little evidence of the extent, or of the overall nature, of CDW in Tanzania. Published reports by the International Labour Organisation focus on domestic work more broadly, regardless of age. Research on the specific situation of domestic work for children would therefore be valuable.

Within the broader context, domestic work in Tanzania includes activities within and outside the household. Common duties include cooking, gardening and other income-generating activities associated with small, entrepreneurial businesses, such as animal rearing and restaurant work. Despite the legal protection of the Labour and Relations Act that, in addition to the prohibition of child labour also stipulates acceptable contractual conditions, the predominant use of verbal contracts for domestic workers (if contract conditions are discussed at all) makes protecting their rights problematic. Isolation leaves domestic workers vulnerable to discrimination and, our evaluation suggests, kinship ties (undugu) can prevent abuse coming to light for fear of creating enmity within the community. It is widely accepted that domestic workers frequently experience dire working conditions and that these conditions are normalised throughout Tanzanian society.

Where they are mentioned explicitly, the ILO suggest that CDWs are often rural migrants. Some have suggested that domestic work may support a child while they acquire the skills necessary for urban living. However, urban employers may prefer a rural 'house girl' who may be perceived as timid and lacking the knowledge base and skills associated with urban work. This may make it easier for the employer to suppress wages, as the worker knows no one and so cannot complain. Despite government regulations, particularly live-in domestic workers have almost no autonomy over their working time and the issue of annual leave is a major problem. Termination of employment is also

⁸ International Labour Organisation (2011) Decent work for Domestic Workers: Opportunities and Challenges for East Africa available at: https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-addis_ababa/---ilo-dar_es_salaam/documents/publication/wcms_316267.pdf accessed 4 November 2019.

⁹ United Republic of Tanzania (2016) National Action Plan to end Violence Against Women and Children in Tanzania available at: http://mcdgc.go.tz/data/NPA_VAWC.pdf accessed 5 November 2019.

¹⁰ United Republic of Tanzania (2016) National Action Plan to end Violence Against Women and Children in Tanzania available at: http://mcdgc.go.tz/data/NPA_VAWC.pdf accessed 5 November 2019.

¹¹ Anti-Slavery International (n.d.) Protecting Child Domestic Workers in Tanzania from Exploitation and Abuse

¹² International Labour Organisation (2011) Decent Work for Domestic Workers: Opportunities and Challenges for East Africa available at: https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-addis_ababa/---ilo-dar_es_salaam/documents/publication/wcms_316267.pdf accessed 4 November 2019.

problematic, with frequent reports of wages withheld and domestic workers returned to their villages unpaid.

Last set in 2013, the minimum wage for domestic workers is dependent upon the employer's occupation. It ranges from 150,000 Shillings (approximately GBP £50) per month for employees of diplomats and potential business people; 130,000 Shillings (£43) for entitled government officers; 80,000 Shillings (£27) for others who employ live-out domestic workers; and a minimum of 40,000 Shillings (£13) for other employers of live-in domestic workers. The ILO report the practice of payment in kind, for example through the provision of clothing, as 'rampant' and our evaluation reveals that some employers flagrantly transgress these legal minimums.

In a survey carried out by the ILO, 65 per cent of domestic workers reported abuse. This included sexual harassment by male domestic employers; beatings by female employers; underpayment and unpaid wages; verbal abuse; restricted movements and a lack of freedom to negotiate, to rest or to communicate.¹³

In December 2016, the Tanzanian government published a National Action Plan to End Violence against Women and Children in Tanzania (NPA-VAWC).¹⁴ This plan draws attention to the need to reduce child labour from 29 per cent to nine per cent. Its focus is upon unsafe workplaces and hazardous types of works defined as 'work which, by its nature or because of the circumstances in which it is carried out, is likely to harm the health, safety, or morals of the child'.¹⁵ The approach advocated involves 'building systems that both prevent violence against women and children in all its forms and respond to the needs of victims/survivors' (p. ix). Several informants highlighted the potential of the recently formed ward-level NPA-VAWC protection committees to support efforts to improve CDWs conditions. And the plan explicitly recognises the need for a review of regulations and bylaws to reduce the risk of violence in public spaces and workplaces and the need to analyse and address gaps in existing legal frameworks such as the Employment and Labour Relations Act. This national framework would appear to offer the potential to systematise the protection of CDWs across Tanzania, a point to which we return to in our recommendations.

2.3 Project Background

Anti-Slavery International began its CDW programme in Tanzania in 2004, initially establishing a handbook on good practice in CDW programme interventions. A follow-on project, between 2008-2013, was designed to develop an effective, implementation mechanism for the Tanzanian Law of the Child Act. Its focus was on awareness raising within local government. To do this, the project developed a community bylaw approach, piloted in Mwanza. Here, bylaws were designed not only to ensure implementation of the child rights enshrined in the Law of the Child Act, but also to regulate the practice of CDW by, for example, ensuring that CDWs are registered and have employment contracts.

¹³ International Labour Organisation (2016) A Situational Analysis of Domestic Work in the United Republic of Tanzania available at: https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-addis_ababa/---ilo-dar_es_salaam/documents/publication/wcms_517516.pdf accessed 5 November 2019.

¹⁴ United Republic of Tanzania (2016) National Action Plan to End Violence Against Women and Children in Tanzania available at: http://mcdgc.go.tz/data/NPA_VAWC.pdf accessed 5 November 2019.

¹⁵ Article 3(d) of the Worst Forms of Child Labour Convention (C182) available at <https://www.ilo.org/ipec/facts/WorstFormsofChildLabour/Hazardouschildlabour/lang--en/index.htm> accessed 28 November 2019.

In 2016 a project was initiated that aimed to ensure CDWs, especially girls, were free from all forms of abuse and exploitation, and that duty bearers were accountable and responsive to their rights in Tanzania. The project established seven CDW 'Advisory Committees' who were involved in the advocacy and development of all aspects of the project. These CDW associations received direct NGO support throughout the duration of the project. Nine new local NGOs were established to work on CDW issues; several existing NGOs expanded their activities to incorporate CDW interventions and an association of CDW employers was formed. The TCDWC, a coalition of these various bodies, was registered in 2012 and has 27 member organisations.

This project had multiple components:

1. Local authorities adopt bylaws on the rights of CDWs in 2 districts in accordance with key provision on child labour contained in the Tanzania Law of the Child Act (2009) and Employment and Labour Relations Act of 2004
2. Local duty bearers, street leaders, police, local committees, teachers, etc. understand and commit to the provisions of the CDW bylaws and their corresponding responsibilities
3. CDWs have improved and formalised working conditions which fulfil the requirements of the Law of the Child Act and
4. Key community stakeholders such as employers, teachers and families understand CDWs rights and take action to promote and protect their rights.

The goal of this evaluation is to assess the objectives, outputs, outcomes and impact related to one of these components, specifically, the implementation of a legal framework put in place to ensure the rights of CDWs are promoted and protected at local level, in accordance with the Law of the Child Act 2009.

Anti-Slavery International believe that the process of developing the bylaws is equally important as their final approval. Bylaws are community laws, developed by the community and hence the process requires ownership. Comprehensive awareness campaigns with local government officials; raising the awareness of CDWs themselves of their rights; extensive community dialogue and employer advocacy are all believed to be central to the process.

Although at the time of our evaluation neither district bylaw had been passed, our investigation sought to understand what, if any, impact had there already been from the project activities relating to the drafting and adoption of these district-level bylaws?

3 Scope of the Evaluation

3.1 Rationale, Aim and Objectives

This report describes an evaluation and analysis of the impact of the drafting and adoption of local bylaws to protect the rights of Child Domestic Workers (CDWs) in Mwanza, Tanzania.¹⁶

Anti-Slavery International wish to improve understanding of the approaches to and impact of work undertaken to date and to generate evidence to support further work. With the full support of local government, the aim is to extend this approach to district, and potentially, state-wide law. In addition to work with local community stakeholders, such as employers, police and social workers,

¹⁶ The initial request from Anti-Slavery International also suggested that an assessment of the feasibility of adopting this approach elsewhere would be beneficial however it was not possible to achieve this in the time and with the resources available.

the project also involves a very high level of CDW participation, as groups of CDWs are recruited into advisory groups that initiate local advocacy.

The aim of this evaluation was to review and produce an analysis of the impact and scalability of the drafting and adoption of district level bylaws related to CDW in the district of Mwanza, Tanzania.

Two key elements were considered. First, a review of the impact of district-level bylaw drafting and adoption on stakeholders involved in this process and second, an assessment of the impact that the process has had in terms of CDW empowerment and community, employer and local authority awareness raising.

Three objectives were agreed:

- To identify the project's critical components (e.g. registration; contracts; records of sickness and time-off); enablers (e.g. street leaders) and inhibitors (e.g. unique nature and existence of the TCDWC coalition, under-resourcing of the coalition; difficulty of influencing the local political agenda without funding to convene district-level committees) that may affect its replication and scalability to other Tanzanian districts and states;
- Regardless of whether the law has been passed, provide an assessment of the impact of the bylaw process on CDW in Mwanza in terms of, for example, CDW empowerment, community-, employer- and local authority awareness raising;
- Assess its replicability and scalability to other Tanzanian districts and states.

The evaluation took place over a 12-week period between September and November 2019. A desk-based review of relevant Anti-Slavery International project information and the legal framework within which CDW in Tanzania takes place was conducted. A project evaluation was carried out across three districts in Mwanza Region: two districts where the process of drafting and adopting district-level bylaws was ongoing (Ilemela and Nyamagana) and a further comparison district (Magu) where there had been no prior engagement. Semi-structured interviews of selected informants were conducted in Mwanza in October 2019 with local stakeholders. Interviews were conducted with representatives from the TCDWC, its members and other stakeholder groups including government officials at street, ward and district level, employer's associations and social workers. The TCDWC facilitated the collection of ward- and district-level secondary data, to evaluation team specified criteria.

Interview field notes were used to construct an evaluative results framework and conceptual model of the project's critical components, enablers and inhibitors. The impact of the project on the situation of CDWs was evaluated through the comparison of interview and secondary data collected at the time of the evaluation at ward level in both project and non-project wards and, at district level, over the project's 3-year timespan (2017-2019). The full terms of reference for the evaluation may be found in [Annex I](#).

3.2 Site Selection

Ilemela and Nyamagana are physically the smallest districts in Mwanza and closest to the regional capital, and Tanzania's second largest city, Mwanza. Mwanza is a port city in the North East of Tanzania and borders Lake Victoria (Figure 1).

Districts in Mwanza



Figure 1

Their populations are comparable to most other districts that are significantly larger so the population density is notably higher. Magu town (Magu Mjini) was selected as an appropriate comparator based upon it being a) a source and destination district for CDW similarly to Ilemela and Nyamagana b) the closest district to those two districts with comparable population and c) matched coded in the most recent census data available for Tanzania as a ‘mixture’ between urban and rural. Key comparative data is provided in Table 1.

District	Divisions	Wards	Population (2012)	Rural/Urban/Mixed
Ilemela	-	9	343,001	Mixed
Magu	4	18	299,759	Mixed
Nyamagana	1	12	363,452	Mixed

Table 1: Key comparative geo-political data related to Ilemela, Magu and Nyamagana Source: Wikipedia and 2016 census data for Tanzania.

3.3 Interviews

Participants were selected by the TCDWC according to criteria specified by the evaluation team. There were two main themes underpinning interview data collection. First, interview questions were designed to enable the evaluation team to better understand if and how the situation of child domestic workers had changed in each district over the past 3 years. For representatives from the districts of Ilemela and Nyamagana, the questions were designed also to identify what changes, if any, had occurred as a result of the drafting and adoption of local and district bylaws.

In Ilemela and Nyamagana, the two districts where some wards had been directly engaged in project activities, questions were also designed to examine the process and wider impact of the drafting and adoption of district-level bylaws for CDW. These questions identified how the individual representatives and/or their organisations had been involved in the bylaw drafting and approval process and what effects this process had had on the situation of child domestic workers in the

relevant street, ward or district. Of specific interest were the extent to which CDWs were registered, had access to schooling, had agreed a contract with their employers, were aware of their rights, whether abuses were being reported and how these were handled.

Pilot interviews were designed by the evaluation team and conducted by Anti-Slavery International personnel during a field visit to Tanzania in early October 2019. The refined interview questions were used in fifteen interviews, conducted with 27 people. Interviews ranged from those conducted with a sole individual to interviews of groups of up to four people. The average interview length was around an hour and a quarter. Due to the time constraints of some participants, the shortest interview was 30 minutes. The longest was over four hours.

Interview questions were asked initially in English before being interpreted into Kiswahili by an interpreter. Interviewees' Kiswahili responses were then simultaneously translated into English. Each interview was audio-recorded. Handwritten field notes were recorded by the English-speaking interviewer during each interview. Interview locations, participants and, where applicable, the organisations they represented, are detailed in [Annex II](#). The interview schedules used for Magu and for Ilemela and Nyamgana may be found in [Annex III](#).

Handwritten field notes from the interviews were transcribed electronically, and the answers to each question were coded live. Extracts from these accumulated interview notes were then coded after the interviews to address key topics in further detail. The analysis of qualitative data by interview number can be found in [Annex IV](#).

3.4 Secondary Data

The collection of quantitative data was facilitated by TCDWC subsequent to the interviews. Visits were made to street leaders in all three districts to collect current information related to CDWs registration, contracts and reported levels of abuse. This data was summarised by ward to enable comparison between project and non-project wards. Further information relating to trends in cases of CDW abuse and remediation at district level over the 3 years of the project was also collected. This raw quantitative data is included in [Annex V](#).

Quantitative data was analysed to quantify the scope and scale of project outputs. Simple statistical analyses (medians and means) comparing ward level data for project and non-project wards were computed to examine whether there were significant difference in CDW's situations (as characterised by indicators related to CDW registration, number of contracts and reports of abuse) between project and non-project wards in Ilemela, Nyamagana and the comparison ward of Magu.

3.5 Limitations

This evaluation is subject to several limitations:

- A lack of baseline data on CDW conditions in Ilemela, Nyamagana and surrounding districts prior to development of the bylaws meant that it was not possible to compare CDW and stakeholder responses before and after introduction of the bylaws (i.e. longitudinally).
- The selection of a comparison location for data collection was therefore decided upon in order to enable cross-sectional comparison, and Magu itself was selected as a result of geographical, demographic and pragmatic concerns. While Magu Mjini (Magu Town) is a relatively populous, urban area within the rural district of Magu, it has a much smaller population than either Ilemela or Nyamagana, both of which lie either within or adjacent to the much larger and more urbanized city of Mwanza.

- The number of interviews conducted in each district was relatively small. These small sample sizes mean that strong inferences about the generalisability of the views of the individuals interviewed to wider populations should be made with caution.
- Many of the interviews were conducted at the regional offices of the key NGO project partner, TCDWC. This was not a neutral location, and it may have affected the nature of the responses that informants provided to interview questions, particularly about the extent to which TCDWC actions had resulted in beneficial project outcomes and impact.
- Interviews were facilitated, and individual interviewees selected, by TCDWC representatives. This may have resulted in conscious or unconscious interviewee selection bias.
- In the simultaneous translation from English to Kiswahili and Kiswahili to English, even with an extremely proficient interpreter, nuances of meaning – of both the questions and the interviewees’ responses - may have been lost.
- A number of the interviews with key government officials were shorter than planned due to competing priorities on their time. This restricted the extent to which the views and opinions of these individuals could be thoroughly explored.
- Interviewees were paid a travel allowance, the rate of which was determined, and which was administered, by the TCDWC. This may have been seen as an inducement to provide a positive account of TCDWC activities.

4 Child Domestic Workers in Mwanza

This section uses our findings from the district of Magu, and secondary data from the TCDWC collated on reported cases of abuse, to illustrate the experience of CDWs.

According to 2013 estimates, Mwanza has the highest number of domestic workers in the country.¹⁷ It is both a destination and transit centre to other cities like Arusha and Dar es Salaam. CDWs were generally found to come from the Waha tribe, who live in nearby rural areas such as Kigoma or Geita. Others are brought to Mwanza from neighbouring countries, such as Burundi. In urban areas, the majority of CDWs are girls. Some children are orphans or come from families where there is violence or conflict or where the family may have separated because of disputes. Grandparents or guardians care for others. Some work to support their families, their siblings and their own basic needs. We heard reliable reports of the employment of some underage CDWs: with one informant suggesting that children between 12-14 were preferred since they ‘don’t have the capacity to claim their rights’ (participant 13). Although the legal minimum age for CDW is 14, we heard some reports of children as young as 9 or 10. Not all employers, however, were interested in employing very young children due to their inability to perform the necessary range of tasks. As one employer explained, ‘[If I am] looking for a CDW and someone brings a very young child, what activities can she do?’ (participant 15). Most CDWs are believed to be between 15 and 18 years old. Some were found to have dropped out of school to work, with only primary level education, while others may not even have completed education to this level. One employer reported that CDWs could be difficult to find.

CDWs can be responsible for a considerable volume of work, with a blurring of the roles and responsibilities that in other contexts may distinguish different generations. CDWs engage in a variety of domestic household tasks typically split by gender roles. These include washing clothes and utensils, cooking, and taking care of babies and children. One employer described how they took

¹⁷ International Labour Organisation (2016) A Situational Analysis of Domestic Work in the United Republic of Tanzania available at: https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-addis_ababa/---ilo-dar_es_salaam/documents/publication/wcms_517516.pdf accessed 5 November 2019.

the role of the mother and it appeared commonplace for working women to employ a child domestic worker to carry out their domestic activities. Boys may be employed to take care of the outside environment: sweeping up, looking after animals or gardening. Other male CDWs go into farming or fishing, where they carry out tasks related to the animal husbandry of cattle, poultry and pigs, or family security duties. CDWs also undertake tasks related to employers' small business enterprises e.g. working in salons; as street traders; selling popcorn, groundnuts, milk, eggs or locally produced ice-cream and working in makeshift shops or restaurants - sometimes until 9 or 10 at night.

The overall number and prevalence of CDWs is unknown, with estimates varying at street and 10 cell unit level (details of Tanzania's local government hierarchy may be found in [Annex VI](#)). In many cases the presence of a CDW is hidden to avoid problems with the authorities. Topology can also affect prevalence. In Ilemela, for example, there are more CDWs in the streets close to the lakeshore where children are employed in fishing activities. In Magu, the comparison district studied, one informant estimated that in town 7-8 households out of 10 may have a CDW. While almost every household rearing livestock would have a CDW to look after their animals. CDWs here earn between 10,000 (£3) and 30,000 (£10) Shillings a month- below the legal minimum wage of 40,000 (£13).

Any form of formal protection is absent. Our informants reported that CDWs in Magu don't have formal contracts with their employers. Tasks are not detailed and there is no written agreement related to pay. The police gender desk has sample contracts, but employers are not interested in formalising working terms and conditions. Pay may be agreed between the employer and an agent, engaged to find a potential child worker, and some or all the CDWs wages may be passed directly to their parents. The law requires CDWs to work no longer than 6 hours and then take a break so that they can sleep or play. They are also required to go to school. All these requirements are stipulated in the contract. Where there are no contracts, cases of discrimination and violence, which frequently went unreported, were described.

CDWs experience intense social inequality. CDWs may be told not to eat the food provided for their employer's children. They may eat after the family and be denied 'tea' (breakfast). Reportedly very few are happy. CDWs could use the law to get back pay before they returned home. But extreme poverty means that if they returned home there may not be enough to eat, or they may be forced to get married. Sometimes they are brought back as the parents want their wages. The majority of CDWs persevered in their situation to help their families. However, others found themselves in a situation so extreme that they went to the government officials, told them where they came from and the social workers helped them to go back. Employers with more understanding or religious faith reportedly treated CDWs more like family members, but these were very few. Rape and other sexual offences against CDWs went through the courts. Unless there was a problem, CDWs rarely approached Street Leaders (SLs). The personal experiences recounted by the two CDWs interviewed in Magu may be found in Box 1.

When asked if the current situation of CDWs in Magu was considered a problem, there was some consensus that things could be improved. The NGO representative described how CDW was not seen by the community as a desirable option. The motivation of a CDW's parents or guardians for allowing children to enter paid domestic work, particularly if the child was of school age, was called into question. Parents acting in the best interests of their children would send them to school rather than let their children go into CDW, due to the real risks that this entailed. Views were mixed about whether such abuse and exploitation would be reported.

Local government informants in Magu expressed the general view that community members didn't know who to tell or what to do about problems related to CDWs. The Magu employer representative to whom we spoke clearly felt that, personally, she did have the agency to intervene should she come across CDW mistreatment since she had already received training in community development. There was, however, clear evidence that the standards she herself set as an employer fell below those legally required, since she was not paying her CDWs the legal minimum wage. She explained how she withheld CDWs' money, in exchange for the provision of food and accommodation. This lack of understanding about illegitimate practices calls into question her capacity to identify illegal behaviours in others.

Box 1: Personal experiences of CDWs in Magu

Participant 23

One CDW worked for the same employer in a makeshift restaurant. She prepared breakfast (tea), soup, lunch, washed the utensils, served in the restaurant and went to the market. She worked continuously between 7am and 6pm because customers came and went all the time, although she did have time for a rest when it was quiet and there were few customers. She was paid 1,000 Shillings a day. She received her wages regularly, in a lump sum, every 1 or 2 weeks. She had been home to visit her parents in September for a week. When asked how she felt about her work, she explained 'I feel good because I am now experienced and used to it' (participant 23).

When a payment below the legal minimum wage of 40,000 Shillings a month was queried, her employer explained that deductions were made because food and breakfast were provided. She also provided sanitary towels and blouses (participant 22). Under Tanzania's Labour and Relations Act in kind deductions such as this are illegal.

Participant 24

A second CDW was employed to carry out household duties within the home. She fetched water, washed the utensils, cleaned the bathrooms and toilets, did some of the cooking and cleaned outside. She also undertook other light duties such as going to the market. She lived with her parents, left home at 6am and returned at 2pm. She started work around 7- 7.30am and worked until about 2pm in the afternoon. She prepared breakfast, lunch and then washed up. After that she was finished. Sometimes the employer's husband did the shopping. She was paid 40,000 Shillings every month (participant 22). She had time to rest after breakfast and before lunch and was allowed leave. When asked how she felt about her work, she said 'I'm just doing it because I have to'.

This CDW also expressed her isolation, 'I have a friend, but she lives far away'. At one point in the interview she asked 'what is a contract? As a live out CDW, the minimum monthly pay she should receive according to the law is 80,000 Shillings.

Neither CDW had received any vocational training.

Local government officials, the employer representative and the CDWs interviewed in Magu all reported that there were many stories of children who had been chased home by their employers due to conflicts within the family or employers who wished to avoid paying them for work already done. There could also be delays in paying salaries. In one case, the male employer who had engaged a CDW to work in his household asked her to leave without explanation following complaints about her work by his wife. Other problems identified included mistreatment and difficulties settling into a new household. The CDWs interviewed highlighted the lack of supportive social structures within which to improve their situation. There was no-one to stand up for them, or

to speak on their behalf. Changing families could make their situations worse. CDWs might end up selling goods in local stores or in commercial sexual exploitation.

5 Results Framework

In this section we report on the use of a results framework to structure our analysis of the qualitative data collected from interviews with representatives of CDW and employer associations, local government officials and NGOs.

5.1 Inputs

As discussed earlier, the existing legal framework in Tanzania that supports children's rights underpins the drafting and adoption of district level bylaws to protect CDWs. This principal or 'mother' law is needed for the bylaw process to be successful (participant 27). Although CDW is not specifically mentioned, these principal laws protect CDWs, for example by improving their salaries in line with the legal minimum wage.

Community readiness was one key input identified. The development and adoption of bylaws in Illemela and Nyamagana has been a bottom-up process, built upon grassroots support. It is not enough for NGOs to champion the need for a bylaw; local community and government leaders must also support it.

CDW must be identified as a problem in the community. Evidence must be gathered.

Relevant stakeholders, and their relative power and influence, need to be identified. CDWs, local NGOs; community members such as Beach Management Unit (BMU) members; local district leaders; councillors; community development officers; voluntary or para social workers; ward executive officers; employers; SLs; police gender desk representatives and religious leaders were all involved in this process. Accounts varied, but the most powerful actors were identified as the local district councillors, social workers, the TCDWC and CDWs themselves. Where relevant stakeholder groups do not exist, these need to be formed and their capacity developed.

It was clear from interviews with the NGOs that lawyers need to be available to work with local government officials on the bylaw drafting process. In this project, lawyers from the University of Saint Augustine trained SLs, councillors and ward executive officers on the main laws and identified gaps.

The initiative has utilised existing cultural practices in relation to children's rights, through shifting attitudes to apply these also to CDWs. As one district government official put it, 'The rights of a child apply to CDWs. Even in our culture we know this... [we need to] move to "that is not my child, but I should make sure her basic needs are met"; don't think, "this is a CDW, she is not supposed to get this and this"' (participant 7).

5.2 Activities

One Illemela government official reported how the TCDWC began building the capacity of local NGOs and establishing links between local NGOs, the local community and government officials. Together, these NGOs raised awareness and trained leaders; CDWs; employers; government and local leaders (including SLs) in CDW rights so that they could lobby local community and government leaders. TV and radio were used to create community awareness.

Awareness raising and training of CDWs and their employers began in 2016. In Illemela this included two days of employer training. Employers were trained on their roles, rights and responsibilities. Three meetings were held between Wajabu, CDWs and employers. Existing local groups were also

utilised. Education was provided in open community meetings and via women's groups. And, in the lakeshore area of Ilemela where there were high levels of exploitation, the BMU was used to reach local fishermen.

Separate CDW and employer committees were formed, and employers trained.

SL, councillors and ward executive officers were trained on existing legal framework and gaps were identified. SLs identified employers and registered CDWs.

Meetings were conducted at street, ward and district level. SLs held community meetings to raise community awareness. Community dialogue workshops and consultations were employed to raise awareness of existing laws, increase community members', CDWs' and employers' understanding of the rights and responsibilities that should protect CDWs. Participatory discussions were held with local leaders and key governmental departments dealing with children.

Community views were gathered from CDW groups; employers' groups; SLs; ward executive officers; district social workers and community development officers.

CDWs advocacy training was carried out. Engagement with school clubs helped to raise awareness and encourage reports of abuse.

In 2018, employers' representatives were involved in ward-level listing of CDWs rights.

Lawyers were hired to draft bylaws and these were presented to ward-level officials for review. The bylaws were redrafted and resubmitted to ward-level officials. This was an iterative process of discussion, incorporation, resubmission, debate, redrafting and finally submission for district level approval.

A participatory approach was adopted. CDW involvement has been central to the bylaw development process. CDWs have been supported to come up with their own rules to include in the bylaws. At ward level, they have worked closely with SL, WO and social workers. CDWs became involved in local community meetings; they visited district offices. CDW committees identified new employees and they were represented on Ward Development Committee. CDW representation on Ward Development Committees (WDC) has been key in the process of the development and review of the bylaws.

5.3 Outputs

5.3.1 CDW registration and contracts

The quantitative secondary data collected in relation to project outputs can be found in [Annex V](#). A summary table of the key statistics is shown in Table 2. Project activities were carried out in 7 out of 19 wards in the district of Ilemela and 7 out of 18 wards in the district of Nyamagana. This meant engagement with 85 SLs in Ilemela and 61 SLs across Nyamagana. At the time of this evaluation, in these project wards all 146 SLs had a current CDW register.

The TCDWC report stakeholder training of 1,579 project ward, district and regional stakeholders over the 3 years of the project.

Clearly, many SLs in Ilemela and some SLs in Nyamagana are already registering CDWs. Interviewees also reported an increasing number of CDWs registered, especially in urban areas. In Nyamagana some CDWs are registered, although this was not automatic and some difficulties were still reported. This is evidence of what might be termed 'spill over' effects to other wards in these districts where 43 SL (50 per cent of the total) and 22 SL (19.3 per cent) in 'non-project' wards in

Ilemela and Nyamagana respectively also had current CDW registers. These figures may be contrasted with the comparison district, Magu, where there were no reports of SLs registering CDWs meaning that the number of CDWs in the district remained unknown. In Ilemela, the number of registered CDWs with contracts was fairly constant at around a third (33.3 per cent in project wards and 31 per cent in non-project wards.). The same comparison between project and non-project wards in Nyamagana suggests that 34.4 percent of registered CDWs held contracts in the project wards, while around a fifth (21.3 per cent) held contracts where there had been no project activities. In Magu no CDWs were known to have contracts.

Although not verifiable with quantitative data, one interviewee also reported a reduction in the numbers of CDWs employed because most children now go to school. Likewise, it was suggested that the number of CDWs in lakeshore fishing and hotel activities had reduced.

Contracts also already exist between employers and their CDWs. As one Ilemela SL explained, ‘on registration now *it’s like a law* – the first thing you do is register the CDW, enter into a contract so that the child will have all of his or her rights’ (participant 11, our italics).

Contracts include leave, allow CDWs time to participate in community activities and ensure that they receive their salaries. CDWs know that it is their right to have their salary paid on time and to them personally. Employers know that it is their responsibility to provide a safe working environment. The contracts also detail the origin of the child. This is useful if the child needs to return home. A Nyamagana ward official described the case of one 12-year-old girl. Her employer had left the child when he and his family moved. The leaders took the child to the police gender desk and she was able to go home because they knew from the contract from where she had come (participant 16).

District	Ilemela			Nyamagana			Magu
Wards	Project	Non-project	All	Project	Non-project	All	All (Non-project)
Number of wards	7	12	19	7	11	18	25
Number of Street/Village Leaders	85	86	171	61	114	175	100
Number of SL with a current register of CDWs (per cent)	85 (100)	43 (50)	128 (74.9)	61 (100)	22 (19.3)	83 (47.4)	0 (0)
Number of registered CDWs	2485	617	3062	2608	616	3224	0
Mean number of registered CDWs who currently have contracts (per cent)	829 (33.3)	179 (31)	1008 (33)	897 (34.4)	131 (21.3)	1028 (32)	0 (0)
Mean number of CDW cases reported to the police in 2019 (9 months)	63	29	92	85	52	137	12
Mean number of CDW cases reported at ward level in 2019 (9 months)	65	20	36.7	66	34	42.6	48
Median number of CDW cases reported at ward level in 2019 (9 months)	62	20	27	58	24	31	48

Table 2: Key quantitative secondary data indicators

5.3.2 Reports of Abuse

The position of CDWs exposes them to intense vulnerability. During the lifetime of the project, cases of CDW abuse were reported to coalition members and local government authorities, i.e. street

leaders; police gender desk; ward executive officers; social welfare officers and community development officers.¹⁸ The mean number of CDW abuse cases reported to the police was substantially higher in both project districts of Ilemela (at 92 cases) and Nyamagana (137 cases) than in the comparison district, Magu (where only 12 cases had been reported). Higher case numbers were reported in project wards than in non-project wards in both Ilemela and Nyamagana. This is consistent with the notion that project activities had increased the reporting of CDW abuse.

The pie chart below represents the nature and proportion of abuse cases TCDWC reported during the third quarter of 2019 (Figure 2). The raw data, including a breakdown of the cases by gender can be found in [Annex VII](#).

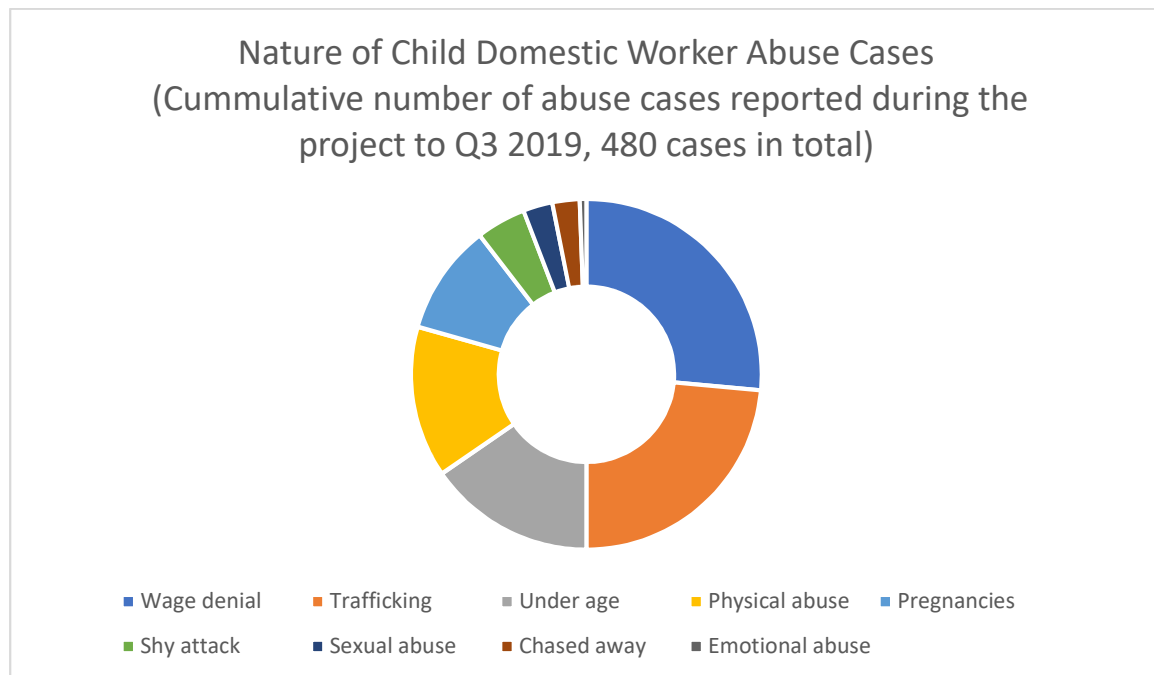


Figure 2

Overall, female CDWs were represented in more than three times the number of abuse cases than male CDWs (374 cases involving female CDWs compared with 106 cases of male CDW abuse). Denial of wages was reported most frequently, with trafficking, under age employment, physical abuse and pregnancies also common.¹⁹

The TCDWC report that cases of wage denial have been resolved amicably while in other cases coalition members cooperated with street leaders, social welfare officers and police gender desk officers. Cases of sexual abuse have been taken to the police and to the courts.

A more granular analysis reveals the ratio of cases reported between project and non-project wards within each district is comparable, indicating that this case reporting may be an output of the bylaw drafting and approval process across each district.

¹⁸ TCDWC (2019) Project Narrative Report: Project Title: Protecting Child Domestic Workers (CDWs) from Exploitation and Abuse.

¹⁹ Shy attack assaults (Shambulio la aibu) refer to offences against morality under the Penal Code Cap 16 chapter 16, including acts which cause embarrassment or humiliation in general public.

5.4 Outcomes

5.4.1 For CDWs

The evaluation found that the lives of CDWs have improved in a number of ways as a result of project activities related to the drafting and adoption of district bylaws. These include:

- improved working conditions, including the right to rest, leave, rates of pay and overtime;
- reduced levels of employer-CDW conflict and violence;
- greater protection against abuse and the provision of appropriate support accessible when needed;
- clearer understanding of the rights and responsibilities of workers and employers;
- greater social connections and reduced isolation;
- increased access to schooling;
- improved visibility and agency, including as representatives on ward committees;
- stronger negotiating capacity;
- improved relationships with employers, some becoming familial;
- greater freedom of CDWs to worship;
- improved social standing; better family relations and greater independence and self-awareness.

The CDW representatives interviewed in Ilemela described their current working conditions as 'good' (participant 5). Government officials in the district also reported that CDWs were happier with their situation: according to participant 27, 'the situation is good...these days they are living in good harmony with their employers' and participant 10 stated that they were 'working in pleasure'.

One of the most frequently articulated change was the positive effect on CDWs' schooling. This was most striking in the accounts of informants from the Ilemela district. Despite the problems faced by some children at the transition between primary and secondary school identified earlier, CDWs themselves, employer representatives and officials at every level of local government identified improvements in CDWs ability to access schooling. Those who had not completed their primary education could enrol on the Special Programme of Complementary Basic Education, popularly known as MEMKWA. And, in Ilemela, new CDWs attended basic literacy training. However, as the employer representative noted: while employers who are government servants could afford to support a CDW in education due to the cost, CDWs of other employers were likely only to be able to access informal training for entrepreneurial or vocational skills.

Interviewees reported that registration helps CDWs get their rights and means that it is more likely that their work will be conducted within the framework of contractual terms and conditions. Three years ago, there were no contracts. Contracts now exist in both districts where the project has been operating. Although the proportions differed somewhat across districts (see [Annex V](#)), between a third and a fifth of CDWs registered in Ilemela and Nyamagana had contracts with their employers and positive changes were reported as a result (see Box 2).

CDWs want contracts and the need for one is understood by the community. According to one district official in Ilemela, 'some employers use the contract and these employers "do better than those who don't"' (participant 12). Likewise, CDWs also reported improvements with the introduction of contracts, 'some CDWs have said that they don't have a contract. As a result, they don't get leave, or have time to rest and if they fall sick they have to pay for their own treatment' (participant 13).

Box 2: Changes reported as a result of the introduction of contracts

CDW contracts have helped to resolve some of the problems that arose between CDWs and their employers, especially in terms of pay, rest breaks and their entitlement to leave. In both Ilemela and Nyamagana contracts had reportedly reduced the occurrence of employer-CDW conflict and violence. In addition, other benefits were reported across both districts. CDWs workload had reduced, with CDWs now working only their contracted hours. CDWs know their rights and responsibilities. Employers are more likely to pay them the minimum wage. They are treated more like a member of the family. They can worship; employers pay for their medical treatment and they are respected and listened to. CDWs can save from their salaries. CDWs are now paid on time; their workloads have reduced; and they are given lighter jobs to do. When they get sick, they receive medical treatment. They get time to rest and can take annual leave. Contracts enable employers to know from where their CDWs originate. CDWs carry out their tasks without argument and are more secure.

NGO representatives were overwhelmingly positive about the impact of the project to draft and approve district-level bylaws in Ilemela and Nyamagana. In Ilemela registrations have increased, due to increased awareness and recognition of their importance. SLs are already informed that they should carry this out. Now that they are registered there are more accurate numbers of CDWs in each ward. The number of conflicts between CDWs and their employees is reported to have reduced. CDWs are in contact with their parents, they are represented on local ward committees and participate in community discussions. They are no longer isolated. CDWs can stand up for themselves, they have freedom of expression and get more enjoyment from their work. They are recognised and command greater respect in the community. CDWs keep their own salaries. They understand the difference between acceptable and unacceptable behaviour. Several informants, including CDW representatives in Ilemela, reported that CDWs are more likely to eat with their employers and to have a proper place to sleep.

The creation of CDW advisory committees allows them to share experiences and offer each other support and advice. In both districts, employers grant them time to participate in CDW groups and community awareness raising activities. CDWs are recognised by the government. There is communication between CDWs, their employers, their parents and local government officials. SL work with CDWs to solve their problems. CDWs know that there are NGOs there to help them. CDWs can report events and actions.

Although some improvement was reported, implementation of the national minimum wage was still patchy. One SL explained how the situation had improved, with the CDW now receiving half of her wage – though technically this was still illegal.

CDWs are reportedly more independent and self-aware.

5.4.2 For Employers

Again, activities related to the drafting and adoption of district-level bylaws have delivered clear improvements, namely:

- A clearer understanding of the rights and responsibilities of workers and employers;
- Established contract, and framework within which to appropriately resolve concerns;
- Improved relations with CDWs and
- Improved support and understanding of abusive practices and where to report concerns.

In Ilemela, employers now expect to enter into a contract with their CDWs. Contract adoption was, however, reportedly premised upon engendering fear among employers. The employer representative explained, 'we tell employers it is very bad if a CDW who is working for you, if she dies, you end up with a very big problem' (participant 9). Employers are told that they may get into legal difficulties if they don't have a contract with their CDW and that, if the child went to court, the court might find in favour of the employee. Reports of cases of revenge attacks by CDWs on their employers' children where CDWs have been mistreated were also used to influence changes to employers' attitudes and behaviour.

Importantly, our findings suggest that the introduction of contracts requires appropriate support systems. Given that the CDW's origin is detailed, it became possible for employers to locate missing CDWs. As the Nyamagana employer representative stated, 'you know where to go and get her' (participant 15). Within a protective community framework, contracts offer CDWs security of employment and afford them better protection from traffickers or other unscrupulous adults. Without supportive community structures, however, contracted CDWs who find themselves mistreated could find themselves prevented from switching to a more benign situation.

The representative of the employer's group in Nyamagana also discussed the outcomes of the adoption of contracts from an employer's perspective. She explained how the contract prevented neighbours, in need of a CDW themselves, from persuading CDWs to move since the CDW is contracted to their employer for a specified length of time. Similarly, she stated that the existence of the contract had been beneficial in terms of the quality of the employer-CDW relationship, 'my CDW does her activities on time, has time to rest and also has good communication between her and me. She does her work very well' (participant 15).

A further by-product has been the belief that CDWs are now considered more trustworthy. As one Ilemela employer explained, previously employers denied CDWs permission to visit their parents, as they feared that they would fail to return. 'This has now changed for the better. If leave is granted for the weekend, [the CDW will] return on Sunday' (participant 9).

Another, unanticipated, outcome relates to CDW advisory committees' support for their members' entrepreneurial activities. One SL explained that CDWs had banded together to set up and finance a joint project to produce liquid soap for batik-making.

5.4.3 For the Community

The processes involved in drafting the bylaws have also had positive outcomes for the community, namely:

- Greater recognition of CDW's rights, responsibilities and needs, and accountability for reducing violence and abuse against them;
- Clearer understanding of rights and responsibilities of workers and employers resulting in more respect for CDWs;
- Greater understanding of abusive practices and where to report concerns

Already in Nyamagana there is a community response. CDW group numbers are increasing, many have signed contracts with their employers and can attend meetings, '[we] meet and remind ourselves we could work hard and carry out our responsibilities' (participants 13 and 14).

CDWs are now on the local political agenda. CDWs will go to SLs to enter into contracts. SLs understand their responsibilities for registering children and implement and supervise the contract.

Community members educate each other and protect CDWs. The community report instances of abuse to street leaders. Street leaders will take the initiative if an employer is violent, or discriminates against their CDW and involve ward officials and district social workers. Links between CDWs and ward-level government bodies such as the Ward District Council, have been established. Even though the bylaws have not yet been formally adopted, the district social worker in Nyamagana reported using it to resolve disputes (Box 3).

Box 3: The nature of CDW abuse reported to district social workers in Ilemela

A certain employer had a 14-year old CDW. The employer, a woman, worked from 5 am to 1-2 am. She said that the CDW had to wake up and cook for her at midnight. Yet in the morning the child had to walk 1-2 km to take the children to school and buy food. After 2 months the child asked for her salary. She was not being paid properly. She was taken back to her village without payment. Her mother and the child came to the office to complain. The employer was called and confessed that she had not paid her. She said that the child had not been working properly. The employer was advised that she had to pay her for 2 months, at 30,000 per month. She paid her 60,000. [The social worker] was asked to write her a letter, to give her a warning (participant 27).

Creating awareness and training has produced results even before the bylaw has been passed. Bylaw development meetings taught and created awareness that violence against CDW was unacceptable. Violence has reportedly reduced and, as evidenced by the difference in mean reporting levels between project and non-project wards, more people have started to report abuse.

District social workers in both Ilemela and Nymagana report that employers recognise CDWs' rights and CDWs have a good relationship with their employers. Where the employer has children, the children will help the CDWs with tasks.

In Ilemela, employers, children and the community have started to change their behaviours. Employers and employees know their rights and responsibilities. Representatives of the CDW association in Ilemela reported 'living in good harmony' with their employers (participants 5 and 6).

Trained employers allow their CDWs to join collective groups. CDWs are considered more trustworthy and complete their contracts. There has been an improvement in relationships between employers and CDWs' parents. Some employers now allow CDWs to undertake vocational training to learn tailoring skills. Education means CDWs can find work when they leave domestic work. Previously, prospects for most children were limited to returning home when they stopped working.

The nature of CDWs' work has improved. CDWs are free outside their working hours. They have time to rest and time to worship. CDWs more often eat with the family and are treated more like their employers' children. They are more self-aware. They have a collective voice and report abuse of peers. CDWs elect their own leaders. Their opinions and suggestions are presented to district leaders. Links between CDWs and ward-level governmental institutions such as the Ward District Council (WDC) have been established and CDWs have a relationship with their parents.

New local community norms have been created. CDWs command greater respect. There is increased parental understanding. District officials, CDW and employer representatives and CDWs in Nyamagana reported that SL were now expected to collect information about CDWs in their respective streets. As one of the CDW representatives explained, now a Nuru staff representative goes to the household of a newly identified CDW, educates the employer and then informs the SL so that the new worker can be registered. Community members may also tell the SL about new employees. SLs know the number of CDWs in their areas. The SL chairperson will invite CDWs to

speak at local meetings and SLs take the initiative if an employer is violent or discriminates against their CDW. SLs will also support CDW in the preparation of contracts.

There are also signs of a shift in norms in Nyamagana. According to the CDW association representatives interviewed, '[the community] are starting to respect us. Before this law employers were looking at us just as workers, now we respect each other' (participants 13 and 14). There are accounts of abuse being challenged (see Box 4).

Box 4: CDW accounts of action to address abuse against CDWs in Nyamagana

In one incident, a CDW experienced violence. The father of a male employer wanted to rape her. She shouted and people in the street called the CDW committee who went with the SL to the house. There they talked to the male employer. The police were called and his father was arrested. The CDW was educated and is still in the CDW group, although she no longer works for that employer.

Another CDW travelled from Mwanza to another location, after 2 months she returned. She said she had been abused there by being asked to eat after her employers and verbally insulted: 'at your home there is nothing', 'you are a dog'. Her employer failed to pay her a salary and chased her away in the night. Some good people gave her bus fare and she has now joined the CDW organisation and is working again for a different employer (participants 13 and 14).

5.4.4 For Local Authorities

Our evaluation suggests that the drafting and adoption of bylaws has resulted in the following outcomes for local authorities:

- Clearer understanding of the nature and prevalence of CDW in their area, the associated issues, and appropriate responses;
- Clearer understanding of rights and responsibilities of workers and employers;
- Improved issue resolution mechanisms;
- Improved referral pathways and procedures between statutory support services and
- Improved community support for CDWs.

Reporting of abuse was assessed both through interviews and by reference to administrative data on the number of cases reported to district authorities, police and support services.

In the interviews we conducted, issues reported ranged from emotional abuse and inappropriate work to more serious physical and sexual assault. Abuse was described as 'to do what is not supposed to be done' (participant 27) and included enforcing too heavy a workload for the CDW's age or capacity; denying them food; physical and sexual violence such as beatings or rape; to a lack of respect afforded them by the children of the employer.

Interviewees agreed that in the project wards the number of reported cases of abuse against CDW had reduced. One Ilemela social worker commented that, 'if [I am] not receiving any, or getting only 1 per month, I believe that employers, communities and CDWs have changed' (participant 27). A decrease in reported cases of discrimination, violence and abuse was described. She explained that the ward had typically handled 3-4 cases a year, yet by November 2019 there had been none that year. CDW complaints about late payment or failure to pay salaries can be made to the SL, although the number of these cases has also reportedly reduced.

At a district level, issues related to CDWs are reported more frequently to social workers and police gender desk and case meetings are held with government officials. CDWs themselves now have the agency to raise cases of abuse. In Nyamagana the social worker described how 'one CDW came to

the office, they were not getting paid for the second month in a row. They asked for support and the employer was called in' (participant 26). This would appear to illustrate CDW's improved understanding of their rights, agency in claiming them, and understanding of where to go with issues and the actual responsiveness of those services.

Quantitative data on the number of CDW abuse referrals to district authorities, the police gender desk and CDW support services for each district between 2017-2019 were also obtained. Figure 3 shows that the sum of abuse referrals in Nyamagana was over three times that observed in Ilemela, and over 30 times great than in Magu (2795, 830 and 93 cases respectively). Across all three districts, a notable proportion of these cases were deemed serious enough to be referred over to the police (yellow bars) or support services (orange bars).

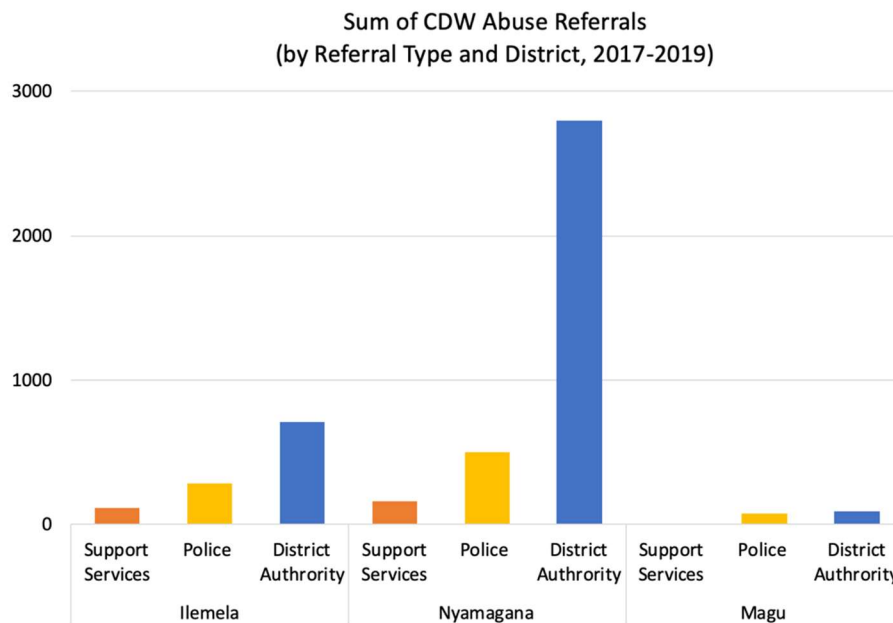


Figure 3

Differences in referrals numbers may reflect difference in frequency of abuse or, alternatively, differences in the reporting of abuse cases (i.e. changes in reporting behaviour). The least number of referrals was evident in Magu, the district with no formal project activities in operation. Ilemela, the district where the project has been established the longest, represented the second highest number of referrals, with the highest number reported in Nyamagana, where the project was introduced more recently. This profile invites the interpretation that the impact of project activities may be to initially draw out reporting of previously unreported cases then, with the repeated resolution of cases (via support structures associated with bylaw activity), to reduce abuse and associated reporting frequencies.

This is consistent with participants' accounts during the interviews, namely that reductions in reporting are associated with reductions in abuse, and is provisionally consistent with the breakdown of annual numbers of abuse referrals between 2017 – 2019 (Figure 4).

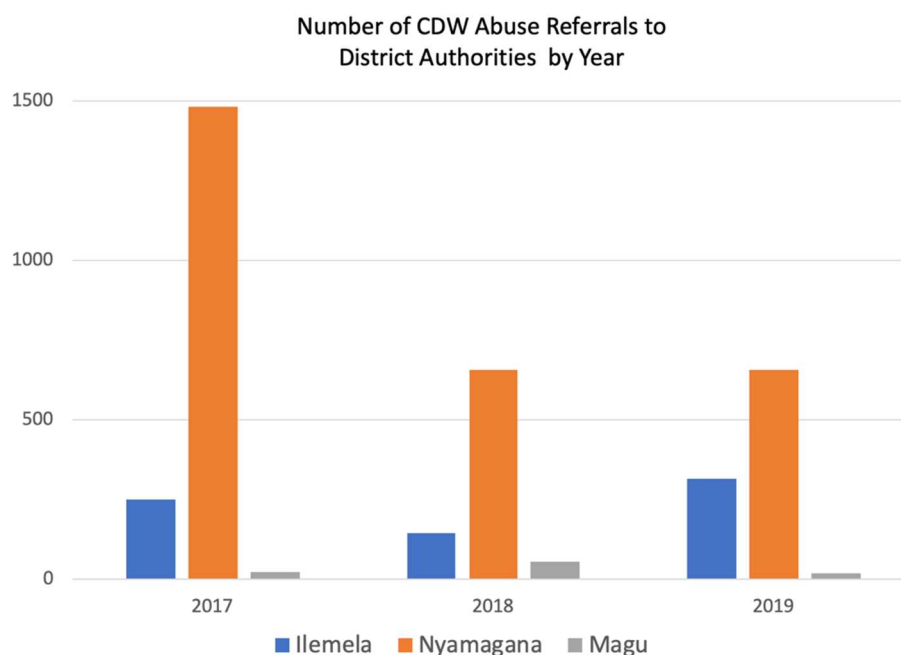


Figure 4

Evidence of the low level of abuse reporting in Magu between 2017-2019 (grey bars) indicates that reporting mechanisms are functioning (i.e. being used) in Mwanza in the absence of activities associated with bylaw drafting, but at comparatively low rates across time. In Ilemela (blue bars), where the bylaw drafting process is at a mature stage, there is an increased level of reporting relative to Magu, though without emphasised differences in frequency across time. In Nyamagana, by contrast, the number of referrals in 2017 was emphatically high relative to the two other districts, and more than double that recorded in Nyamagana in the two subsequent years (orange bars).²⁰ This suggests that the effect of the bylaw drafting process may be not only to enhance the use of existing legal routes to CDW protection and justice but also, longer-term, to reduce abuse and, therefore, reporting related to it.

This result must be interpreted as provisional, however, since it implies that there was a spike in reporting for Ilemela prior to 2017 which cannot be confirmed or refuted with existing data. Further targeted investigation into the dynamics of reporting and the reasons behind fluctuations in reporting rates (for example, through focused interviews on this issue) would be of great value to future extensions of the project.

5.5 Impact

5.5.1 Changes to Employer Behaviour

Informants in both Ilemela and Nyamagana reported changes to employer behaviour. In Ilemela, one district official described this as a radical change, describing employers 3 years ago and employers today as 'different people' (participant 10).

²⁰ For Nyamagana, district authority data for 2018 and 2019 were obtained in aggregated form. Therefore, figures for these two years represent the mean average over those years.

An NGO representative gave the example of one employer who had had 8 CDWs in close succession. After engagement with the project, this employer reportedly realised that he was the source of the problem and changed his behaviour towards his employees. Other changes to employer behaviour reported included entering into contracts; on-time payment; a readiness to report other employer's unacceptable behaviour; allowing CDWs to get involved in joint advocacy, advisory meetings and vocational training; and permitting CDWs leave and holidays. Employers may help with household tasks; ensure children are not over-burdened and feel responsible for their future development.

The employer interviewed in Ilemela expressed the view that employers were now afraid of breaking the law and, as a result, cases of rape had reportedly reduced.

By contrast, in Nyamagana changes to employer behaviour were described by the employer representative interviewed as 'slight' (participant 15). This Nyamagana employer described her initial reaction to the request by the local SL to allow her CDW to attend a meeting, '[the SL] came to my house and when they wanted to know my CDW I thought, 'will this bring some troubles to me? I was shocked. At last I said you go and attend' (participant 15). She described the change in her own behaviour, 'I have changed. Before, I was just forcing her to go and work, these days they are free. This has been the result of the knowledge I've got and the contract' (participant 15).

5.5.2 Changes to Community Attitudes and Behaviours

NGOs report that where they have been working, CDW and community attitudes have changed. An NGO representative described the change in CDW outlook as, 'they want to do something. Be someone. They have dreams now' (participant 4). In Nyamagana, CDWs' attitudes have also altered. CDW representatives described themselves as 'free' (participants 13 and 14). They contribute to the community and have a voice.

There was some evidence of changing community views in both Ilemela and Nyamagana. In both districts, informants reported a greater willingness to speak out about violence and report abuse to the police, 'in project areas, people are saying that this is not normal, they are taking action and reporting instances of abuse' (participant 27). Government officials in Ilemela reported greater recognition of CDWs rights, responsibilities and needs, and accountability for reducing violence and abuse against them. As one CDO explained, the view of SLs has changed, 'initially they defended the community members because they vote for them, rather than CDWs. Now, after training, they are pioneering on the front line to solve problems for themselves' (participant 12). In Nyamagana, community members were now more interested in how many CDWs were employed and more willing to question employer's behaviours. Employers were aware of CDWs' rights and their own responsibilities.

Where contracts have been introduced, the Nyamagana employer representative reported major changes in community attitudes. Before CDWs' reputation was negative; now the view is that contracts have made CDWs better. The community members have become more aware, the community know who is living with a CDW in their household and employers and CDWs know where to take their problems and disputes. When there is abuse or discrimination against a CDW, community members know where to go to report it.

CDWs are treated as employees, with employment rights. The employer representative in Nyamagana explained that CDWs were now valued. And a district official in Ilemela believed that the community would no longer accept a child who is under 18 not attending school.

Similarly, NGOs report that community behaviour has changed. Community members will take action to prevent or punish violence against CDWs. They will 'dare' to support a CDW. Whereas before they were ignored, CDWs are now treated like other children in the community.

6 Critical Components, Enablers and Inhibitors

6.1 Critical Components

Interviewees were asked their opinions of the most important elements of the project. CDW accounts of their situation were considered critical in changing both employer and community attitudes. Education of both CDWs and their employers to develop an understanding of their rights and responsibilities was highlighted, as was the use of open community meetings to educate community members. The identification of 'champion employers', selected employers used by SLs to educate other employers, was also identified as key. Employer associations were created to educate employers. Work with employers' organisations was considered critical because employers remained in the vicinity, whereas CDWs might come and go.

The formation of CDW committees was also judged to be extremely important (see Box 5).

Box 5: The importance of CDW committees

The CDW committee (of 13) met once a week from 12-4pm to discuss any challenges and look for solutions. They then had the opportunity to take their opinions and solutions to the ward and SL officials. CDWs described how they were given the chance to talk in open community meetings and to express their concerns. 'If a colleague faced violence, we go as a committee to the Street Leader, go to the case, to help solve it' (participants 13 and 14). CDWs also described how they would go as a group to the house of CDWs who are not currently members, begin to educate their employers and explain the benefits of going the group and learning about their rights and responsibilities.

The use of registration books by SLs and the contracts which then formalised the employment relationships between CDWs and their employers were also seen as critical. CDW representatives identified the realisation of training opportunities, such as going to college, as key to the perceived success of the process while a government official reported another key benefit as the development of the relationship between the SL, employer and the CDWs' parents. There was also already evidence of enforcement action by street leaders, ward-level community development officers and district social workers.

There was widespread agreement that NGO support and, when passed, a protective bylaw created an environment within which these critical components could first be nurtured and then sustained.

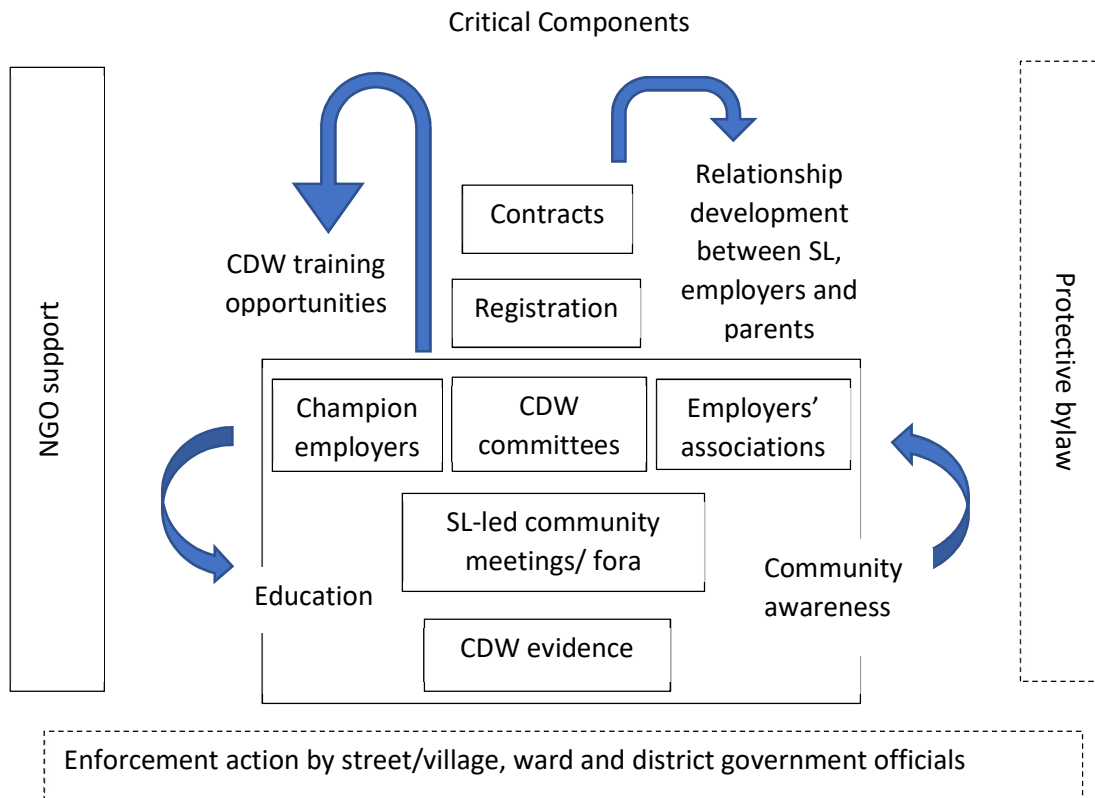


Figure 5

6.2 Enablers

Two key enablers were identified:

1. National Plan of Action to End Violence Against Women and Children in Tanzania (NAP-VAWC)

A new committee structure is being formed across Tanzania by the Government as part of its National Plan of Action to End Violence Against Women and Children. The NGO representatives explained that they worked closely with the members of these committees in support of their aim to reduce child labour from 29 per cent to nine per cent. These committees will be present in all wards and offer the opportunity to extend education and awareness raising activities to those wards and districts that had not been directly involved in the project.

2. NGO support

NGO support was frequently mentioned as an enabler. Their involvement included the lobbying and education of local leaders prior to SL involvement; their facilitation skills; their facilities (e.g. the capacity to screen films); their leadership in initiating community dialogue and open community meetings; their advocacy of CDWs involvement; supporting CDWs to attend meetings and the relationship building carried out between CDWs and district leaders.

Other enablers mentioned are listed below:

- The existence of other bylaws;
- Local bylaws are written in Kiswahili;

- Government support for NGOs;
- Separate discussions conducted with different stakeholder groups;
- CDW involvement;
- CDW education on how to generate income;
- Ward and street level volunteers;
- SL education of employers;
- Educated and trained local and religious leaders;
- Education via existing school clubs;
- Involvement in local radio programmes.

6.3 Inhibitors

Five key inhibitors were identified:

1. Employers' Actions

Several of the inhibitors discussed related to employers' actions. Employers were reluctant to attend meetings; some denied access to their CDWs or wouldn't release them for meetings; others' relationships with their CDWs were characterised by a lack of openness and some would not sign contracts, since a contract meant that they had to pay into social security and pension funds for their CDW.

The employer representative in Ilemela explained that employers were not ready. The process needed employer involvement. Initially employers were afraid of CDW training, they were afraid that they would be prosecuted. The law was seen to protect CDWs at their expense. Employers were reluctant to cooperate. They felt that if the CDWs were educated, they would be against them. As one Nyamagana ward official clarified, employers denied access to their employees for fear that it would reveal problems that were currently hidden, 'they knew that the law didn't allow what they were doing. They were overworking their CDWs, using them for sexual exploitation. If a CDW became pregnant she would be chased away, the baby would not have a father and the cycle of street children would be perpetuated' (participant 16). Similar concerns related to discrimination and the denial of salary are raised by a case described by the employer representative in Ilemela (see Box 6).

Box 6 Employer's discrimination of CDW in Ilemela: the denial of salary

In another case, although the CDW had been employed for 6 months, the employer claimed that she was a relative. There was no written documentation and the employer chased her away to avoid paying back pay. The employer association explained that at 20000 shillings a month the CDW was being paid too little. The police gender desk were involved and insisted that the legal minimum wage of 40,000 shillings a month should be paid. It was difficult to implement this, due to the amount of money owing, however back pay of 20,000 shillings was agreed. An NGO assisted the CDW to go back home however, the task of re-educating the employer remains (participant 9).

Employers would not, or could not, let their CDWs attend meetings. Some employers were suspicious, 'they say no, no, no, you want to spoil this new CDW' (participants 13 and 14). In other cases, women's working patterns meant that it was difficult to release CDWs at the time meetings were scheduled.

2. CDWs' Attitudes

Another set of inhibitors related to the attitudes of CDWs. CDWs were also afraid. They were afraid that if they said something, someone would tell their employer and they would face more problems. They were unwilling to ask their employers if they could attend meetings. Attendance at meetings could be low. As CDW representative in Nyamagana explained, 'we lost hope at one time. Before we visited the employer, we had to talk to the employee [and] try to convince the employer to allow her to join the group. She feared that the employer would not allow her to join – he didn't allow visitors or friends to come to the house so it was difficult' (participants 13 and 14).

CDWs were suspicious. CDWs didn't want to share their ideas. Their rights and responsibilities were explained to them but they felt that it was a lie and that the other CDWs had come to them to make them lose their jobs. It was difficult to educate colleagues (participants 13 and 14). CDWs were also mobile – they changed employers and location and new CDWs moved into the area so constant education was necessary.

3. SLs' Attitudes and Behaviour

SLs' attitudes and behaviour could also inhibit the process. As one social worker explained, 'if [the] SLs don't understand, it does not go through easily' (participant 26). There were questions raised about the accuracy of some SL recording and others who did not always recognise problems when they arose.

4. Allowance Payments

The practice of paying allowances infiltrates many levels of government. As the Ilemela social worker explained, 'In some areas, ward development committee members asked for allowances. It has not been a permanent difficulty, but it has delayed what might happen. It is normal here to give people food and also their transport. In the Ward Development Committee meetings, they were going through the bylaw for more than 6 hours so these people were paid to have something to eat and even their transport, because they were coming from some distance away. If the meeting is more than one hour, need water, [they] need to eat' (participant 15).

Similarly, in Nyamagana, the social worker explained, 'funding is the big issue. Money is needed to prepare the communications and to invite government officials... There are no funds for CDWs. We appreciate the financial support. We can't do it ourselves' (participant 26).

The TCDWC had been charged with going back to each of the non-project wards to extend the consultation process to local ward-level leaders. This had caused delay to the approval of the bylaw and it remained unclear whether these wards would be supportive. Bylaw approval may be further delayed by district leaders who are reluctant to adopt it. A district council meeting was needed, with the CDW bylaw on the agenda. This was difficult to organise since the TCDWC lacked the financial resources needed to ensure that the District General Council would sit to consider it. When asked, potential donors had expressed concerns about funding a meeting in this way.

There were also competing priorities for what funds are available, with issues relating to CDWs failing to attract interest beyond that of social workers. As the Nyamagana social worker explained, 'we as the government look at huge issues like roads, but we don't look at individuals. This is the social worker role. The issue of funding is very difficult for us' (participant 26).

This lack of financial resources has made it difficult to extend the reach of project activities beyond the wards funded by the initial project.

5. The Political Process

While some of the informants felt CDWs were a politically 'neutral' issue, others expressed concern that councillor approval may prove to be an inhibitor because of the councillors' need to appease voters to be assured of their support. And children didn't vote. As a social worker in Nyamagana explained, 'Some stakeholders asked why they weren't protecting employers' rights and were advocating only for the child' and 'why protect CDWs when they are violent towards the employers' children – why protect their rights? (participant 26). Another interviewee explained, 'Leaders look at the community first. Very few stand and want to change the community. The majority ask how does the community perceive this? There are political issues – the village leader and the councillor are politicians. The village secretary is also part of the government. They work under the influence of a political councillor who is 'looking to please the people' (participant 25).

Some also felt that electoral changes might also inhibit the process. Local leaders might change and new leaders would need to be trained to sustain the improvements made. In terms of the drafting and approval of the bylaw however, this had already been agreed at the WDC level, so it was felt that approval at district level would eventually follow.

Other inhibitors identified included the following:

- Poverty;
- Existing parental attitudes: allow children to work as CDWs even though they have the capacity to take care of them; some parents encourage CDWs to drop out of school and come to town to work;
- Existing community attitudes: reluctance to treat CDWs like other children;
- Existing societal attitudes: only children from very poor families should become CDWs;
- Lack of legal protection;
- Speed of change of community attitudes: people understand slowly; literacy levels made education difficult;
- Committees lack the necessary capabilities;
- Lack of understanding in source villages;
- Mwanza's geography makes travel slow and expensive;
- Low number of labour inspectors;
- Long drafting time;
- Lack of support at all levels of government e.g. social workers;
- Late arrival at meetings;
- House calls can be dangerous;
- Employers' concerns over the legal protection of CDWs;
- Delayed council meetings;
- Lack of a NAP-VAWC committee in Ilemela.

6.4 Remaining Challenges

Poverty remains. CDWs in the lakeshore districts who are involved in fishing activities are still at particular risk. In the non-project wards in both districts, CDWs still experience problems, 'there are two categories of people – a few understand when they see a child mistreated, others are saying it's OK' (participant 27). Pockets of violence persist. CDWs may be insulted, beaten, denied food and

given work that is inappropriate for their age. When asked to provide an illustration of inappropriate work, an Ilemela social worker explained how one child of 12 years old was given all the family's clothes to wash, including men's jeans. There are wards without water, where children must go a long distance – more than 2 km- to fill tanks with 120 litres of water each day. They can only carry 6 litres of water at a time, meaning that they may make around 20 trips a day.

When the district bylaws are passed, CDW will have legal protection beyond that already provided by the law of the child. Registration and contracts are currently voluntary. As the social worker in Ilemela explained, 'When the law is in place it will help us. Labour law talks about working conditions, but the working conditions of a child are not well covered. If the child is under 18 they are not supposed to enter into a contract, but the bylaw allows this. Community members and employers will know a *law* [interviewee's emphasis] is in place (participant 26).

In Ilemela, some employers are against registration, since they knew that CDWs will learn about their rights and feel that this may cause friction. Some prevent their CDWs attending training and are reluctant to implement the new practices. The employer representative interviewed explained that payment of the national minimum wage is still difficult. Some employers complained that salaries are set too high. Others apply informal 'probation' periods as rural children learn urban skills, during which time CDWs may be paid only 20,000 Shillings a month. The employer representative explained that, 'we have started step by step to reach that amount' (participant 9). District officials gave such excuses short shrift, 'we are still working to deal with them – they shouldn't employ a CDW if they don't conform' (participant 10).

The Nyamagana employer representative described continuing problems with employer behaviour, 'some employers are still cruel. They may burn their CDWs with hot water, beat them, give them a lot of work. Their CDWs may suffer from exhaustion or believe themselves to be of no value' (participant 15). There are similar problems to those experienced in Ilemela in relation to payment of the correct minimum wage. Some employers object to the rate of the salary. They say, 'she doesn't do enough to earn 40,000' (participant 26). Some employers cannot afford to pay or they may refuse to agree a contract, 'some express doubts or worries, especially related to contracts. They are concerned that, if there is an extra task, will the CDW agree to do it?' (participant 12). One of the Nyamagana CDW advisory committee described how some employers are mistrustful of the CDW advisory committees and even some CDWs themselves believe that joining a committee will just disturb them. Of those CDWs that have joined, some have not received vocational training so don't have much trust. They say, 'these people are lying to us' (participants 13 and 14).

7 Discussion

The sub-sections that follow draw upon the evidence collected in this evaluation to consider the replicability, scalability, impact and sustainability issues relevant to the drafting and approval of a protective bylaw for CDW in other districts of Tanzania.

7.1 Replicability

The drafting of the CDWs bylaw reinforces the principal Tanzania Law of the Child Act at a local level. The accessible nature of its content and the threat of sanctions provides a framework both for enforcement action by local officials, at street or village, ward and district levels, and a compelling reason for employers to change. However, the beneficial impacts already evident from this project are the result of an emphasis on *grassroots* bylaw development, consultation and agreement. Even if it were possible, it seems unlikely that a project that sought only to

implement a draft bylaw through a process of local government approval would fail to realise the impacts we have identified.

Conversely, it seems highly likely that the *expectation* of the adoption of a district bylaw has been a significant contributory factor to the positive impacts resulting from this bottom-up, grassroots approach.

The initial design of the project was based on the development of bylaws through community dialogue and the formation of CDW Advisory Committees in a sample of district wards, without the intention to replicate this process across all wards in the district.

District officials have made it clear, however, that without evident support in all wards, district-level bylaw approval is unlikely. The TCDWC was charged with obtaining approval from each district ward before local district councillors would agree to a district-level bylaw being passed. This is an important learning point.

Changing employer and community attitudes and behaviours towards CDWs, and indeed CDWs perceptions of themselves, in these wards has required significant effort and remains a work in progress. Yet, we believe this form of ward-by-ward engagement within a district is necessary if replication across a district is to be effective.

This approach assumes that local NGO capacity can be built, since NGO support is required for the formation of local CDW and employer associations, the identification of employer champions and the negotiation of bylaw adoption with local government officials. In each of these respects, the co-ordinating role of the TCDWC seems so far to have proved pivotal.

The approach taken in this project therefore provides a ward-level template of the activities required to protect CDW's rights through the grassroots adoption of a district-level bylaw: an approach that would provide evidence of the need for CDW protection in all wards in a district.

The evidence collected during this evaluation supports the case that replication of the approach taken by this project is both possible and desirable. Yet the experience gained from the two districts in Mwanza suggests that the time-frame required for any such replication should not be underestimated.

The process of obtaining district-level bylaw approval is time-consuming. While the bylaws drafted for the districts of both Ilemela and Nyamagana are identical, the project has experienced difficulties and delay in their adoption. The process is at its most advanced in Ilemela yet here, without the funding to convene a dedicated meeting, it has proved problematic to get the bylaw onto the agenda of the district General Council meeting within the desired project timeframe. While the relevant local government stakeholders have informally endorsed the bylaw several times, final sign-off is still pending. The delay may be due to overstretched and under-resourced civil society organisations; district officials who lack commitment to pass the bylaw and/or a lack of conviction that there is a real local need. Information provided to Anti-Slavery International by TCDWC confirms that the bylaw has been discussed and informally agreed with district government officials, including social welfare officers, and the text submitted to the districts' legal officers. These officers have checked that the bylaw is in keeping with the principal Tanzanian Law of the Child Act and that there are no conflicts with other, existing laws.

Involving every ward in a district is also very resource heavy, yet it is hard to see how the evident benefits might be realised without both a more widespread adoption of this grassroots approach *and* the legitimacy that a protective bylaw encapsulates.

For a successful project intervention our evaluation suggests that the community needs to be ready; relevant stakeholders with power and influence need to be identified; stakeholder groups (e.g. of employers or CDWs) must be formed; lawyers available and societal norms related to the importance of children's rights developed.

Replicability would also be facilitated by:

- capacity building of local NGOs;
- concurrent projects to encourage CDWs vocational training;
- the support of local and religious leaders;
- engagement with NAP-VAWC committees : committees formed as part of the NAP-VAWC may facilitate replication although these have not yet been co-opted in every district and one informant raised concerns about the general capacity of similar committees.²¹

7.2 Scalability

Although no reliable statistics exist, it seems likely that problems related to CDW permeate throughout Tanzanian society, disproportionately affecting children from the poorest families. Local communities may discriminate against CDWs, failing to grant them the rights afforded to other children. The evidence collected during this evaluation shows that discrimination of this nature can be addressed in a way that has a demonstrable and beneficial impact on CDW's working conditions.

There are features of the emerging legislative and political environment that suggest other districts in Tanzania may offer a similarly conducive context for project scalability.

The Tanzanian government is supportive of improving the rights of working children such as CDWs; evidenced by the passing of the Tanzanian Law of the Child Act in 2009. This is coupled with a homogeneous local government hierarchy that enables duty holders' responsibilities to be similarly assigned ([Annex VI](#)).

Local NAP-VACW committees are to be created within each district and, although capacity building initiatives may still be required, this common institutional structure offers the opportunity to embed the importance and advantages of CDW protection within localised institutions through the inclusion and cascade of child labour reduction targets with the current NAP-VACW.

Evidence of the number, and working conditions, of CDWs across Tanzania is required. Such data could be used to target subsequent project interventions in states or districts where problems related to CDW are the most prevalent. We concur with the TCDWC who believe that a national study, carried out in collaboration with the National Bureau of Statistics, would produce credible findings and prove influential in subsequent Governmental policy-making and NGO advocacy work.

²¹ The committee structure has changed. Before there were children's committees. Now there is a new committee structure to support the end of violence against women and children. The secretaries on the previous committees now sit on the new committees

The grassroots approach evaluated and endorsed by this report is a strength in the rich outcomes and impacts that it delivers - but it is resource-intensive. The normative expectation of allowance payments for the transport and subsistence of local authority representatives, which increase in line with the seniority of the official involved, is contentious. One interview expressed the view that it was unrealistic for street leaders, who may be unpaid, to attend long project meetings without refreshments or recompense for their travel costs. Similarly, informal discussions during the evaluation highlighted an acceptance that more senior and influential officials expected travel expense allowances commensurate with their position. Such payments may be seen both as bad practice and unsustainable. Funders of future projects need to assess whether these negative aspects are outweighed by the potential benefits of implementation activities to the project's stakeholders.

Engagement with CDWs, employers and local community members appears essential if the level of understanding required to realise changes to attitudes and behaviours is to be achieved. It appears unlikely that employer and CDW concerns about entering into a contract with each other could be overcome without extensive local training and awareness raising activities. Although it is not clear if it was a factor in the creation of spill over effects evident in non-project wards, radio broadcasts may augment more widespread shifts

7.3 Impact and Sustainability

The project has not yet fulfilled its anticipated outcomes or objectives in that bylaws to protect the rights of CDWs have not yet been passed in either of the two project districts. There is, however, already clear evidence of beneficial outputs and outcomes. CDWs are registered in both project ward and non-project wards. In project wards, a third of registered CDWs are now formally treated as employees. They have contracts with their employers and both parties are aware of their rights and responsibilities. These achievements begin to address pressing concerns about CDW visibility and stands in stark contrast to the complete absence of CDW visibility in the comparison ward, Magu.

There is also clear evidence of an increase in reported cases of abuse against CDWs in project versus non-project wards in the two districts in which the bylaws have been drafted and reviewed, and in comparison with the ward of Magu Town.

Interviewees reported a discernible shift in CDW, employer and local community views and attitudes. NGOs reported a greater willingness by community members to intervene where CDWs faced discrimination or abuse. Evidence from our evaluation suggests that changing employer attitudes is central for long-term sustainability. CDWs move on, but employers are a constant. Changing their attitudes and behaviours therefore offers the promise of lasting change.

There is insufficient evidence yet upon which to fully assess the sustainability of such impacts. The project's awareness raising activities have only just been completed and interviewees highlighted the mobility of CDWs and the need for continued awareness raising among CDWs, employers, local community and local government officials. There are, however, positive indications. Specifically, district level government officials already report using the draft bylaws to resolve CDW-employer disputes and spill over effects between project and non-project wards suggest that project activities may be strongly sustainable in the longer term.

8 Opportunities for Further Development

Interviewees proposed a range of suggestions for further development, many which extend beyond the drafting and approval process of the bylaw. These suggestions have been categorised as applying to the macro, meso or micro level.

At the macro level, further development was seen to include the ratification of the ILO convention on domestic workers (C189); the use of national media; the child helpline; the involvement of unions such as CHUDWU and CDW representation on the new NAP-VAWC committees. Other suggestions included the introduction of CDW insurance and social security funds; raising the legal working age to 18; the provision of free vocational education and making it a duty for employers to ensure CDWs complete their primary education. As CDW representatives commented, ‘when the employers say they no longer need you, you have to go back home – if you have entrepreneurial skills you can do something else’ (participants 5 and 6). At a deeper level, one interviewee argued for a fundamental shift in attitude towards CDWs, ‘there is a Tanzanian saying “Every child comes with its own good fortune” rather parents should have fewer children and should send them to school’ (participant 10).

At a meso level, opportunities exist for continued NGO work to support local government through district-level strategies and development of informational materials. A need to engage the middlemen involved in the identification and employment of CDWs; greater involvement of religious leaders; the use of existing school clubs to raise awareness and encourage the reporting of violence; a need to strengthen associations in rural communities; to create a sustainable committee structure and establish a formal structure for families who are looking for childcare. There was the feeling that bylaws should stipulate the tasks that could be performed by a child of 14 and that punishments for employer violations should also be included. The possibility of further bylaw development related to street children was also suggested.

At a micro level, suggestions demonstrated the belief in continued grassroots involvement through house visits and community meetings. Where CDW groups existed they needed to be strengthened, and established where they did not. Community members, CDWs, their parents or guardians, employers and at all levels of local government needed to be involved. One government official captured the mood describing how ‘the project has shown the need for the whole district to speak in one language’ (participant 12). There was general agreement that ‘passing the law will help in non-project wards, but other things need to be done. Communities and leaders need to be aware, even for those implementing it, the courts, the police, NGOs need to be clear about it’ (participant 27). This requirement was closely tied to the need for financial resources, ‘first of all, we would wish the project to scale up to reach the wards that were not involved in the project this time. Also, ask the project team to make specific payments for those involved in the project, like me. It would help collaboration’ (participant 27).

CDWs themselves stressed the need for further training in vocational and entrepreneurial skills and requested the provision of additional equipment such as sewing machines and computers.

In the comparison district Magu, although there was not awareness about the process, interviewees were supportive of the idea of a bylaw which included aspects relating to the need for a contract and terms and conditions related to salary, tasks and the need for CDW registration. The civil society organisation representative explained, ‘we need to have a district bylaw and that bylaw is made to be enforced so that every employer should have a contract, pay the child in person, when money is paid to the village we can see and say not paid. Others are not paying salary, buying clothes, say 40,000 and that’s your salary. In the contract, CDWs are supposed to be paid money and not in kind. [The] employer [is] supposed to provide clothes, food, and medical treatment in addition to salary.

No deductions for breakages. All CDWs should be respected as a normal worker' (participant 21). The employers' representative also expressed that employers were willing to be involved in the bylaw process.

9 Recommendations

Where the nature of the work is known, ILO global estimates name domestic work as the sector with the highest rate of forced labour.²² This is a result of informality, a lack of state protection, the significant power differential between the employer and the employee, workers' invisibility, public attitudes and a lack of alternative work. This Anti-Slavery International project sought to address these issues. Yet while there are clearly beneficial outcomes, at present these remain highly localised.

A summary of recommendations designed to widen the impact of the project can be found in Table 3. These are subdivided into four areas, each area representing one of the project's initial objectives and, although many are reinforcing, are further categorised in terms of their relevance to replicability, scalability, impact and sustainability. **Those recommendations considered central to success are highlighted in bold and discussed further below.**

9.1 Replicability

- Leverage local street and village government officials at the ward level to engage local community and institute registration and contracts

Street and village leaders are central to the success of the project. They are responsible both for registering CDWs and for instituting formal contractual arrangements between CDWs and their employers. This governmental structure exists throughout Tanzania and as such can be leveraged to achieve replicability at scale in other districts.

- Register CDWs with local street or village leaders to improve visibility

The prevalence of CDW across Tanzania is opaque. There are no reliable official statistics and this impedes government action. Accurate records of those employed in CDW enables the development and implementation of appropriate responses by government, NGOs and other civil society organisations, such as unions and employers' groups.

- Convene CDW associations for mutual support and advocacy

Grassroots organisational development of CDW associations facilitates mutual support and advocacy. This enables the identification of shared issues and communal problem solving and undermines the isolation involved in CDW. Issues can be addressed close to their source and participation aids the development of important life skills.

²² ILO (2017), "Global Estimates of Modern Slavery: Forced labour and forced marriage", available at: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_575479.pdf (accessed 9 December 2019).

Objectives/ Evaluation criteria	Local authorities adopt bylaws on the rights of CDWs in 2 districts in accordance with key provision on child labour contained in the Tanzania Law of the Child Act (2009) and Employment and Labour Relations Act of 2004	Local duty bearers, street leaders, police, local committees, teachers etc. understand and commit to the provisions of the CDW bylaws and their corresponding responsibilities	CDWs have improved and formalised working conditions which fulfill the requirements of the Law of the Child Act	Key community stakeholders such as employers, teachers and families understand CDWs rights and take action to promote and protect their rights
Replicability	<ul style="list-style-type: none"> Leverage local street and village government officials at the ward level to engage local community and institute registration and contracts Identify sources of financial resource to provide payment of allowances for travel and subsistence that increase in line with the seniority of the government officials involved Collect evidence from CDWs related to local conditions across Tanzania 	<ul style="list-style-type: none"> Identify, or develop and build, local NGO capacity to advocate for CDW rights across Tanzania Build knowledge and understanding of CDW, and acceptance of their responsibilities, among street and village leaders Leverage local street and village leaders government officials to engage local community and institute contracts 	<ul style="list-style-type: none"> Register CDWs with local street or village leaders to improve visibility Convene CDW associations for mutual support and advocacy 	<ul style="list-style-type: none"> Exploit broadcast media opportunities to raise awareness Form and engage with local employers' organisations; identify local employer champions Engage with religious leaders Engage in awareness-raising in rural, source communities Engage with local government officials (e.g. street or village leader, ward community development officers and district social workers) to enforce regulations
Scalability	<ul style="list-style-type: none"> Develop district level bylaws across Tanzania to make explicit duties contained in the Tanzania Law of the Child Act (2009) through a ward-by-ward engagement model 	<ul style="list-style-type: none"> Utilise TCDWC capability to build and mobilise regional NGO networks and capacity Utilise local community meetings for awareness-raising Model communication materials (including broadcast TV and radio) on those used in other locations with low literacy rates Engage with national policing and judicial structures to ensure criminal abuse against CDWs is prosecuted 	<ul style="list-style-type: none"> Work with National Bureau of Statistics to identify CDW prevalence across Tanzania to support ratification of C189 Train social workers to identify indicators of CDW abuse 	<ul style="list-style-type: none"> Lobby for free CDW access to primary and vocational education programmes Facilitate CDW access to primary education and vocational training
Impact and sustainability	<ul style="list-style-type: none"> Lobby for recognition of CDWs within the national Law of the Child or related guidance 			<ul style="list-style-type: none"> Lobby and develop relationships between NGOs and NAP-VAWC committees to promote and protect CDWs' rights

Table 3: Summary of recommendations

- Form and engage with local employers' organisations; identify local employer champions

Employers tend to stay in the same local area and may hire a number of domestic workers over a period of time. Reaching employers, therefore, has the potential to deliver lasting change. Abusive employers were reported to be receptive to pressure from their employer-peers. It may be more difficult from a recalcitrant employer to resist this pressure than, for example, from NGOs. Clearly, this has implications for sustainability as well as replicability.

- Engage with local government officials (e.g. street or village leader, ward community development officers and district social workers) to enforce regulations

Our evidence suggests that the number of cases related to CDW abuse may initially spike, before the number of reported cases begin to fall. It is imperative that local government officials at all level are aware of and enforce the bylaw. Sanctions send a clear message to the community in general, and employers of CDWs in particular about what is acceptable and unacceptable practice, and the implications for transgressors.

9.2 Scalability

- Develop district level bylaws across Tanzania to make explicit duties contained in the Tanzania Law of the Child Act (2009) through a ward-by-ward engagement model

Our evaluation affirms the effectiveness of the project's ward-level, grassroots approach to bylaw development. While there is evidence of some spill over from project- to non-project wards, for similar results to be delivered, it is necessary in our opinion for this bottom up approach to be replicated within each district ward. Local NGO capacity building may prove effective in developing the skills and networks necessary to deliver change on the ground however, without additional financial support the evidence from this project suggests that local partners would find it difficult to lobby and convene local government officials. What this evaluation could not, and did not, test is whether or not the full benefits of the project might be achieved through engagement with a smaller relative number of wards in any particular district.

- Collect evidence from CDWs related to local conditions across Tanzania

Initial discussions with local communities were successful where CDW involvement supported identification of their working conditions as problematic. For scalability this process of involvement and identification needs to be retained and extended upwards from ward to district, and then from district to district. The bylaws are developed by the relevant stakeholder groups including CDWs themselves and this supported acceptance of CDWs as empowered agents within the decision-making process.

- Facilitate CDW access to primary and vocational education

Increase awareness of and access to special primary education programmes such as MEMKWA, and additional vocational training, where relevant. This includes the development of life skills, so that CDWs are able to support themselves once their period of CDW comes to an end. CDWs themselves highlighted the importance to them of access to further education.

9.3 Impact

- Lobby and develop relationships between NGOs and NAP-VAWC committees to promote and protect CDWs' rights

Use emerging NAP-VAWC committee structures to promote and protect CDWs' rights. Opportunities also exist at a policy level to influence the scope of work related to the reduction of child labour, to include explicit actions relevant to CDW and to have CDW representation on NAP-VAWC committees.

Annex I: Terms of Reference

Evaluation of the By-law component of Anti-Slavery International's

Tanzanian Child Domestic Workers' Project

Aim:

- Review and analysis of the legal process, of drafting and adoption of **district level** by-laws, related to Child Domestic Workers (CDW) in Mwanza, Tanzania, its scalability and impact

Objectives:

- To identify the critical components of the process of district level by-law drafting and adoption (e.g. registration; contracts; records of sickness and time-off); and the enablers (e.g. street leaders) and inhibitors (e.g. unique nature and existence of the coalition; under-resourcing of the coalition; difficulty of influencing the local political agenda without funding to convene district-level committees) that may affect its replication and scalability to other Tanzanian districts and states
- Regardless of whether the law has been passed, provide an assessment of the impact of the by-law process on CDW in 2 districts in Mwanza in terms of, for example, CDW empowerment; community-, employer- and local authority- awareness raising
- Assess its replication and scalability to other Tanzanian districts and states²³

Methodology:

Semi-structured interviews with stakeholders and analysis of secondary data will be conducted.

Specifically, we will:

- Interview identified representatives from the Tanzanian Domestic Workers Coalition (TDWC), its members and other stakeholder groups involved to understand the institutional development achieved. Representatives are likely to be drawn from the TDWC and each CDW advisory council/ association; lawyers; government officials including street leaders, ward level and district level officials; employer's associations; police and social workers.
- Construct a narrative of institutional change by coding interview field notes to understand changes to rules, norms, meanings and values ascribed to the project by the various players involved.
- Using both interview field notes and secondary data produce a conceptual project model (theory of change)
- Using secondary data, evaluate a log-frame analysis of the by-law approach considering the extent to which inputs, activities, outputs, outcomes and impact have been realised.

Deliverables:

- Interview protocol for comparative data collection
- Change narrative - a description of how change happens in this setting
- Log-frame evaluation of the district by-law process

²³ We do not believe it is feasible, within the timeframe and resource structure proposed for this evaluation, to assess the suitability of this approach to other countries within the scope of this project.

- Conceptual model of critical components, enablers and inhibitors

Timeframe:

This 8-week project will take place over three months, September, October and November, in 2019.

Activity	Resource	September				October				November			
		Week no.	9	16	23	30	7	14	21	28	4	11	18
Planning – including questionnaire protocol development	CE/EW/LNB												
Desk-based review of existing ASI documentation	CE/LNB												
Resolve data queries	ASI Coalition members												
Field visit- Coalition meeting; stakeholder interviews	CE												
Back-fill indicators and data gaps	ASI/ Coalition/ members												
Coding and analysis	CE/EW/LNB												
Final evaluation report	CE/EW												

Allocated resources:

The Rights Lab team will comprise of Dr Emily Wyman, MEL Manager, Laoise Ni Bhrian MEL Manager: Civil Society and Dr Caroline Emberson, Rights Lab Research Fellow.

Team member	Role	Allocation per week	Total time (days)
Dr Caroline Emberson	Design, field work, analysis and final report writing	0.5	20
Laoise Ni Bhrian	Context, desk-based research and analysis	0.2	8
Dr Emily Wyman	Design, analysis and final report writing	0.2	8

Further work:

- The Rights Lab may be interested in conducting a further, comparative analysis, with input from one of our legal experts Dr Katarina Schwartz, of the extent to which similar interventions may be possible in other national contexts in a further project phase.

Annex II: Interview Participants

Interview Number	Location	Participant Number	Participant's Role
1	TCDWC Office, Ilemela	1	Wajabu representative
		2	Tumaini representative
		3	NURU representative
		4	TCDWC representative
2	TCDWC Office, Ilemela	5	CDW Association, Ilemela
		6	CDW Association, Ilemela
3	TCDWC Office, Ilemela	7	District Official, Ilemela
		8	Social Welfare Officer, Ilemela
4	TCDWC Office, Ilemela	9	Responsible Employers Group representative, Ilemela
5	TCDWC Office, Ilemela	10	Community Development Officer, Ilemela
		11	Street Leader, Ilemela
6	TCDWC Office, Ilemela	12	Community Development Officer, Nyamagana
7	TCDWC Office, Ilemela	13	CDW Association, Nyamagana
		14	CDW Association, Nyamagana
8	TCDWC Office, Ilemela	15	Responsible Employers Group representative, Nyamagana
9	TCDWC Office, Ilemela	16	Ward Official, Nyamagana
		17	Street Leader, Nyamagana
10	District Office, Magu	18	Social Worker, Magu
		19	Street Leader, Magu
		20	Ward Development Officer, Magu
		21	District Social Worker, Magu
11	District Office, Magu	22	Employer, Magu
12	District Office, Magu	23	CDW, Magu
		24	CDW, Magu
13	MOCSO Office, Magu	25	MOCSO representative, Magu
14	Adden Palace Hotel, Ilemela	26	Social Worker, Nyamagana
15	Adden Palace Hotel, Ilemela	27	Social Worker, Ilemela

Annex III: Structured Interview Protocol

<p>Section 1: CDWs situation (Ilemela and Nyamagana)</p>
<p>Introduction</p> <p>If I may start then, with the aim of the evaluation that we're doing. ASI want to better understand the situation of child domestic workers in this ward to find out if changes to local by-laws have any effect on CDWs situations. So I'd like to ask you some questions based on your experience. This should take between half an hour and 45 minutes</p>
<p>1. Can you describe the children that are normally engaged in domestic work? (Prompt: boys, girls, relatives, from the same location; socio-economic groups; how old are they?)</p>
<p>2. What sort of work do they do?</p>
<p>3. Do you know how many, or what proportion of, homes in this ward have a child domestic worker?</p>
<p>4. What has been done, if anything, to improve the situation of child domestic workers in this ward?</p> <p>a. What challenges and difficulties have been faced/ need to be overcome?</p> <p>b. What factors, if any, do you think would make these actions easier?</p> <p>c. What have been the results of these actions, if any?</p> <p>d. What, if any, differences have these actions made to individual child domestic workers in the last year?</p> <p>e. What are the longer-term effects of these actions across the ward or in the community, if any, over the last few years?</p>
<p>5. What needs to be in place to improve the situation of child domestic workers in this ward? (Prompt: particular resources, information, roles, organisations or groups)?</p>
<p>6. Has the situation of child domestic workers in this ward changed in the past 3 years, and if so how?</p>
<p>7. Have community views about the situation of child domestic workers changed in the past 3 years, and if so how?</p>
<p>8. Has employer behaviour towards child domestic workers changed in the last 3 years, and if so how?</p>
<p>9. What kinds of documents could I look at to find evidence of these changes (For example, could I look at the number of CDW who have contracts? Are there any other records that you think could be relevant?)</p>

<p>10. What are the typical working conditions for child domestic work now? (prompt: for example, do they have contracts? do CDW live with their employers; Do they get breaks and leave; are they paid fairly; can they go to school; Are there any other common characteristics?)</p>
<p>11. Does the current situation of CDWs in this ward present any problems?</p> <p>a. If so, why and for whom?</p>
<p>12. Do people object to the situation of CDWs? Who? Why?</p>
<p>13. Are there people or groups seeking to improve the situation of child domestic workers in this ward? If so, who are they?</p>
<p>14. In your opinion, what do CDWs think and feel about their current situation?</p>
<p>15. What further changes do you think would improve the situation of CDWs in this ward?</p>

Core comparative questions asked of each representative interviewed are highlighted in bold.

**Section 2: By-law drafting
(Ilemela and Nyamagana)**

Introduction

In this part of the interview, ASI want to better understand the process and impact drafting and adopting district level by-laws for child domestic workers has had.

So I'd like to ask you some questions about how you and your organisation have been involved in the process and what effects you think the process has had on the situation of child domestic workers in the ward. This should take between half an hour and 45 minutes.

- 1. Which individuals or groups were instrumental in the drafting and promotion of the by-law process? (Prompt: What power do they have? How did they get together?)**
- 2. What was you/your organisation's role in the process of drafting or trying to implement the district level by-laws?**
3. What kinds of changes do you think the organisation was trying to achieve?
4. Which people, or organisations, were you hoping to engage with?
- 5. What do you think are the important activities in getting by-laws of this kind passed?**
- 6. What do you think needs to be in place before by-laws of this kind can be introduced?**
- 7. What has happened as a result of the by-law drafting process, if anything?**
- 8. What, if any, immediate differences have the results of the by-law drafting process made to individual child domestic workers? (Prompt: for example increasing the number of children registered?)**
- 9. Over the past 3 years, what, if any, are the longer-term effects of the by-law drafting process across the ward or in the community? (Prompt: Can you see evidence that practices relating to CDWs have changed? for example, have you noticed an increase in awareness; or employers changing their behaviour)**
10. Overall, what wider impact has the drafting and adoption of district by-laws had, if any?
11. What kinds of documents could we look at to find evidence for these short and longer term changes, and the impact of the by-law process? (Prompt: for example, could we look at street leader records of the no. of CDW who now have contracts? Are there any others records that you think could be relevant?)
- 12. What went well in the process of drafting the by-laws? What has been straightforward to do and why?**
- 13. What challenges and difficulties have you personally or has your organisation faced in the process of developing the by-laws?**
- 14. Were there points in the process where you thought that the drafting process wouldn't work? Could you tell me about those points?**

15. What do you think are the biggest risks or potential pitfalls in drafting by laws like this?
16. Have you been able to implement your preferred strategies for drafting and implementing? If not, what would they have been?
17. What aspects of the by-laws are being implemented and what is driving that?
18. Does anyone challenge these regulations and practices, and if so who? In general is there support, or are people objecting?
19. What's good or bad about the by-law approach to improving conditions for CDW in the ward? In whose opinion?
20. Do you think people's views about CDWs have started to change, and if so why?
21. To what extent do you think most people's views have changed or some people's views while the views of others have not/do you see widespread changes in views about CDWs?
22. What do you think has been key in changing people's views about CDWs?
23. Who's behaviour, if anyone's, has changed, and if so how?
24. In your opinion, what do CDWs think and feel about their situation?
Final Wrap up: Thank you so much for your time. It is very much appreciated. When we put it together with all the other interview responses, it will greatly contribute to our understanding of the situation of CDWs and the process of drafting by-laws like this. Thank you

Core comparative questions asked of each representative interviewed are highlighted in bold.

**Section 3: CDWs situation
(MAGU only)**

Introduction

If I may start then, with the aim of the evaluation that we're doing. ASI want to better understand the situation of child domestic workers in this ward to find out if changes to local by-laws have any effect on CDWs situations. So I'd like to ask you some questions based on your experience. This should take between half an hour and 45 minutes

1. Can you describe the children that are normally engaged in domestic work?
(Prompt: boys, girls, relatives, from the same location; socio-economic groups; how old are they?)
2. What sort of work do they do?
3. Do you know how many, or what proportion of, homes in this ward have a child domestic worker?
- 4. What are typical working conditions for child domestic work? (prompt: for example, do they have contracts? do CDW live with their employers; Do they get breaks and leave; are they paid fairly; can they go to school; Are there any other common characteristics?)**
5. In your opinion, what do CDWs think and feel about their situation?
6. Does the current situation of CDWs in this ward present any problems?
 - a. If so, why and for whom?
- 7. Do people object to the situation of CDWs? Who? Why?**
8. Does anyone challenge these regulations and practices, and if so who? In general is there support, or are people objecting?
9. Are there people or groups seeking to improve the situation of child domestic workers in this ward? If so, who are they?
- 10. What changes do you think would improve the situation of CDWs in this ward?**
11. By laws to improve the situation of child domestic workers have been drafted in some districts. These require CDWs to be registered and to have formal contracts. What do you think is good or bad about this approach?
12. Final Wrap up: Thank you so much for your time. It is very much appreciated. When we put it together with all the other interview responses, it will greatly contribute to our understanding of the situation of CDWs and the process of drafting by-laws like this. Thank you

Core comparative questions asked of each representative interviewed are highlighted in bold.

Annex IV: Qualitative Data Coding by Interview Number

Changes to CDWs situation

Characteristics	NGOs	Ilemela	Nyamagana
Some CDWs receive schooling	1	2;4;5;15	6
CDWs engage in vocational training	1	4;15	7;9
CDWs have contracts	1	2;4;5	6 ²⁴ 7 ²⁵
CDW contracts have reduced number of cases of conflict, violence and serious sexual assault such as rape		2;5;15	7;8
CDWs workload has reduced; they work their contracted hours	1	5	6; 7
CDWs get time to rest	1	4; 5	6
CDWs get annual holiday	1	4; 5	6; 8
CDWS know their rights and responsibilities	1	15	8;14;
SL understand their responsibilities for registering children and implementing and supervising the contract		4; 15	6 ²⁶ ;14;
Employers are more likely to pay the national minimum wage		4	14
CDWs get medical treatment	1		7;8
CDWs are like a member of the family	2	5;6;	14
CDWs are paid on time	1		7;9
CDWs able to share experiences and offer each other help and advice	1		9
CDWs have time to worship	1	15	
The community educate each other and protect CDWs; abuse is reported		5	6
CDWs are respected and listened to	1		8
Numbers of CDWS are now known, since they are registered	1		
Number of conflicts with employers has reduced	1		
CDWs are in contact with their parents	1		
CDW on local political agenda	1		
CDWs represented on local ward committees and participate in community discussions	1		
CDWs can stand up for themselves	1		
CDWs command greater respect and recognition within the community	1		
CDWs are no longer isolated	1		
CDWs keep their own salaries	1		
CDWs involve SL in disputes	1		
CDWs understand what is acceptable and unacceptable behaviour	1		
CDWs have freedom of expression	1		
CDWs get more enjoyment from their work	1		
CDWs more likely to eat with their employers	1	15	

²⁴ Some employers already use a contract

²⁵ Some CDWs are still without a contract. As a result they don't get leave or have time to rest and if they fall sick they have to pay for their own treatment

²⁶ Registration has increased

CDWs more likely to have a proper place to sleep	1		
CDWs want a contract		5	
CDWs employers' grant them time to participate in CDW groups and community awareness raising activities	1	5	7 ²⁷
CDWs have a good relationship with their employers		4; 15	
There is 3-way communication between CDWs, their employer and their parents		4;5	
There is 3-way communication between CDWs, their parents and government leaders		5	
CDWs go to SL to enter into contracts		5;15	
Employers recognise CDWs rights		5	8
New CDWs attend basic literacy training		4	
CDWs have the ability to save		5	
CDWs are recognised by the government		5	
Employers know where CDWs come from		4	8 ²⁸
CDWs are given lighter jobs			7
CDWs are more self-aware			8
CDW carry out their tasks without argument			8
CDWs are more secure			8
CDWs know that NGOs are there to help them		15	
SL will work to solve CDWs problems			6
Employers will confess to violence and stop			6
Employers children will help with tasks			14
CDWs are more independent			14
CDWs can report events and actions		15	

Results Framework

Inputs

Inputs	NGOs	Ilemela	Nyamagana
Framing CDW as a problem			6
Legal framework	1	3	
Lawyers to train government officials: SL, councillors and ward executive officers	1		
Permission for community awareness raising in specific areas	1		
Local NGOs with capacity to run the project			7
School clubs	1		
Good customs and culture related to children's welfare		3	

Activities

	NGOs	Ilemela	Nyamagana
Institutional capacity building of local NGOs		3	
Establish links between local NGOs; local community and government officials		3	8

²⁷ CDW group numbers are increasing. Many have signed contracts and are allowed to attend meetings

²⁸ Only employers who enter into contracts

NGOs raise awareness and train leaders; CDWs; employers; government and local leaders (including SLs) in CDW rights so that can lobby community leaders	1	2; 5	7; 9
Lobby local government leaders	1		
SL hold community meetings to raise community awareness		4	6; 9
Community dialogue workshops and consultation to raise awareness of existing laws, rights and responsibilities that should protect CDWs among community members; CDWs and their employers	1	2	6; 7; 8; 14
Hold participatory discussions with local leaders and key departments dealing with children		3	14
Train employers		2	
Use radio and TV to create community awareness			7
SL and employers identify and register CDWs			6; 7; 8; 9
Form separate CDW and employer committees	1		9
Train CDWs in advocacy		2	
Engage with school clubs to raise awareness and report abuse	1		
Collect views from employers' groups	1		6
Collect views from CDW groups	1		6; 7
Collect views from SLs	1		6
Collect views from ward executive officers	1		6
Collect views from district social workers	1		
Collect views from community development officers	1		
Train SL, councillors and ward executive officers on existing legal framework and identify gaps	1		
CDW involvement in local community meetings	1		8
CDWs visit district offices		15	
CDW committee identify new employees			7; 9
Include CDW representation on Ward Development Committee	1		
Hire lawyers to draft bylaws		3	
Present bylaw to ward-level officials		3	
Redraft bylaw and resubmit to ward-level officials		3	
Submit for district approval		3	

Outputs

Outputs	NGOs	Ilemela	Nyamagana
More CDWs have contracts	1	4	6; 8; 9; 14
An increasing number of CDWs are registered, especially in urban areas	1	4; 5	7; 8; 14
Case meetings are held with government officials		3	
Profile of reported cases has changed			
Issues related to CDWs are reported more frequently to SW and police gender desk		3	
Number of cases related to denial of salary have reduced		3; 4; 15	
Reduction in the number of street level complaints			9

Misunderstanding between employers and employees have reduced, because the contract is now respected		4	
Cases of discrimination, violence and abuse have decreased			6; 8; 9
Compliance with legal minimum wage has improved		15	9
Numbers of CDWs in lakeshore fishing and hotel activities have reduced		5	
Collaboration between parents, employers and SL has emerged		5	
Employment of CDWs has reduced because most children now go to school so the number of CDWs is decreasing			6
CDW complaints about late payment or failure to pay salaries can be made to the SL		2	

Outcomes

Outcomes	NGOs	Ilemela	Nyamagana
Employer and employee know their rights and responsibilities		4; 15	14
Creating a climate of fear among employers		4	
Nature of CDWs work has improved		4	
CDWs are free outside their working hours		5; 15	
CDWs have time to rest, time to worship		3	
Employers allow CDWs to join collective groups			9
Some employers allow CDWs to undertake tailoring training		4	9
Improvement in relationships between employers and CDWs parents		4	9
CDWs more often eat with the family, are treated like their employers' children		2	6; 8; 9
CDW employees living in harmony with their employers; getting their rights- engaged in special educational programmes, going to college, learning tailoring		2; 5	6; 7; 9
CDWs are more self-aware			14
CDWs have a collective voice and report abuse of colleagues			14
CDWs opinions and suggestions are presented to district leaders			7
CDWs lend money to each other			9
Readiness of government leaders and community members	1		
SL chairperson will invite CDWs to speak			7
New norms for SL role			6; 7; 8
SLs know the number of CDWs in their area			6
SL take the initiative if an employer is violent or discriminates against their CDW			6; 9
SL support CDW in the preparation of contracts			7

Employers expect to have a contract with their CDWs and CDWs recognise its importance			6; 8
CDWs have a relationship with their parents			9
CDWs elect their own leaders			9
Links between CDWs and ward-level governmental institutions such as the Ward District Council have been established	1		
Trained employers		2	7
Increased parental understanding		3	
Increased awareness		3	6
Community members report abuse		3	7; 14
CDWs are considered more trustworthy and complete their contracts		4	8
Level of violence against CDWs has reduced		5	
CDWs command greater respect			7

Impact

Changing Community Attitudes

Characteristics	NGOs	Ilemela	Nyamagana
The community are aware that they should be the first line of defence	1		
Local leaders recognise the existence of CDWs		5	
Local leaders are accountable for reducing violence against CDWs		5	
People accept the need for contracts		5	
People accept that rest periods should be allowed		5	
Community members want to know how many CDWs are in each household			8
The community question employers' behaviour			14
Employers are now afraid of treating CDWs badly because they know the law		4	
Employers are now aware, they know how to protect CDW rights and know their responsibilities			6; 7

Changing Community behaviour

Characteristics	NGOs	Ilemela	Nyamagana
Local leaders speak out for CDWs		5	
The community bring cases of CDW abuse and denial of salary to SLs		5	
The community speaks out about violence to CDWs		15	8
Community members take reports of abuse to the police		15	8

Changes to Employer Behaviour

Characteristics	NGOs	Ilemela	Nyamagana
Employers grant CDWs greater freedom			8

Employers enter into contracts with CDWs	1		
Employers pay CDWs on time	1		
Employers are ready to report others' behaviour to local leaders, ward officers and the police	1		
Employers allow CDWs time to get involved in joint advocacy and CDW advisory meetings	1		
Employers allow CDWs to attend vocational training	1		
Changes are slight			8
Employers today are different people		5	
Employers now pay wages		3	
Cases of employer rape have reduced		4	
Employers help with household duties		4	
Some employers feel responsibility to support CDW development for their futures		4	
Employers set tasks appropriate to the age of the child		15	
Employers allow CDWs leave and holidays			6
One employer forced the child to go to school			14

Critical components

Critical Components	Comments/Participants
Public meetings and forums	Participant 7
Evidence from CDWS	Participant 26
CDW committees	See Box 5 (Participants 13; 14)
Champion employers	Selected employers used by SLs to educate other employers (Participant 9)
Employer associations	Participant 26
Education	Of CDWs; they need to understand their rights and responsibilities (Participants 9; 10; 27) Of employers (Participants 9; 10)
Communication and awareness	Unspecified (Participants 9; 10; 11; 13; 14) Of CDWs (Participant 9) Of Community members (Participant 9)
Development of relationships between SLs, parents and employers	Participant 10
Registration books	Participants 1; 2; 3; 4; 10
Contracts	Participants 1; 2; 3; 4; 9; 10; 13; 14
CDW training opportunities	CDWs now see the results as colleagues go to college, 'this has been key' (Participants 13; 14)
Protective Bylaw	Participants 1; 2; 3; 4; 10; 13; 14; 15; 27
NGO support	Participants 1; 2; 3; 4; 15

Enablers

Enablers	NGOs	Ilemela	Nyamagana
National Plan of Action to End Violence Against Women and Children in Tanzania	1		6

Bylaws are written in Kiswahili	1		
NGO facilitation skills, facilities (e.g. a cinema) and resources		2;5	
NGO-led community dialogue, film screenings and open community meetings		2;5	14
Local NGO support			9
NGO support for CDWs to allow them to attend meetings			7
NGO support for CDW relationship building with district leaders			7
Government support for NGOs			14
NGO lobbying and education of local leaders prior to approaching SLs	1		6
Separate discussions with different stakeholder groups			6; 8; 14
CDW involvement	1		
CDW education on how to generate income	1`		
Ward and street level volunteers	1		
SL education of employers	1		
Educated and trained local and religious leaders	1		
Education via existing school clubs	1		
Involvement in local radio programmes			7
The existence of other bylaws			14
The Tanzanian Act of the Child		15	

Inhibitors

Inhibitors	NGOs	Ilemela	Nyamagana
Poverty		3	
Existing parental attitudes: allow children to work as CDWs even though they have the capacity to take care of them; some parents encourage CDWs to drop out of school and come to town to work		5; 8	
Existing community attitudes: reluctance to treat CDWs like other children		15	6
Existing societal attitudes: only children from very poor families should become CDWs		5	
Existing, normalised, attitudes of CDWs: some were afraid, they felt inferior, didn't have a position and were reluctant to speak; had no understanding of their rights	1		7; 14
CDWs were afraid to ask their employers if they could attend meetings	1		7
Low attendance of CDWs at meetings			7
CDW suspicion			
CDW mobility	1	4	
Employer reluctance to attend meetings; only attend once			9

Employer distrust: felt that the intervention would increase misunderstanding between them and their CDWs		4	9
Some employers denied access to their CDWs and didn't release CDWs for meetings e.g. through fear, or because they were away at work			6; 7; 14
A lack of financial resources made it difficult to extend the project beyond the project wards	1		6; 7
Employers refusal to enter into a contract		4	
Existing employer attitudes		5	14
Lack of openness in the relationship between employer and CDW			9
Lack of legal protection		5	
Speed of change of community attitudes: people understand slowly; literacy levels made education difficult		5	6
Difficulty scheduling CDW meetings outside of employers' work time			6
Committees lacked the necessary capabilities			6
Lack of resources to reach non-project wards in the district			6
Lack of understanding in source villages		4	
Electoral changes	1		6
Mwanza's geography makes travel slow and expensive	1		
Low number of labour inspectors	1		
Long drafting time	1		
Rejection of draft district-level bylaw		3; 4	
Lack of consultation with local leaders in non-project wards	1		
Reluctance of district leaders	1		
Lack of support at all levels of government e.g. SWs		4	
Accuracy of SL recording		5	
SL problem recognition			14
Activity limited to specific, 'project' wards			6
Lack of government resources to hold meetings			6; 9; 14
Competing government priorities at ward and district level			9; 14
Late arrival at meetings			8
House calls can be dangerous			9
Conflicting political interests			14
Jealousy			14
Delayed council meetings			14
Lack of a NAP to end violence against women and children committee in Ilemela		15	
WDC requests for allowances		15	
Community emnity		5	

Remaining Problems

	NGOs	Ilemela	Nyamagana
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Improvements restricted to project wards; still see a lot of cases in non-project wards	1	15	
Some employers still steal from their employees	1		
Some employers are not comfortable with the need to pay CDWs fairly			8
Some employers can't afford to pay			8
Some employers won't agree a contract			8
Pockets of violence remain	1		
Changing attitudes remains a challenge	1		
Training of local leaders has not been achieved everywhere due to a lack of investment	1		
Some employers are against registration		3	
Some employers prevent CDWs from attending training		3	
Some employers don't want to implement what they've been told		3	
Poverty is still there.		3	
Some employers complain that salaries are too high		4	
New CDWs of unknown origin with no training are still arriving		5	
CDW involved in fishing are still at risk		5	
Family denial, abuse and rape still occur		5	
CDWs may be given work inappropriate for their age		15	

Opportunities for further development

	NGOs	Ilemela	Nyamagana	Magu
Macro-level				
Ratify ILO C189	1			
Use national media, TV and radio to spread the message to the whole community, ward and SLs	1		7	
Use the national child helpline to report abuse	1			
Involve CHUDAWU	1			
Introduce insurance and social security funds for CDWS	1			
Raise the legal minimum age for work to 18	1			
CDW representatives to sit on new NAP-VAWC committees			6	
Leaders should reduce the cost of education, so that it is free				12
Make it a duty for employers to ensure that CDWs complete their primary education				10
Meso-level				
NGOs continue to work and support the government		5		
Joint strategy between NGOs and officials for the whole district			6	
Engage the middlemen who arrange CDW	1			
Involve religious leaders	1			

Use existing school clubs to raise awareness and courage reports of violence	1			
Create informational materials		5		
Strengthen rural associations	1			
Provide sex education		5		
Need a sustainable committee structure			6	
The bylaw should stipulate the tasks that a child of 14 can perform			14	
Include punishment e.g. fines within the bylaw				10
Draft a bylaw for street children			14	
Need a district bylaw				10
The bylaw should stipulate parents' responsibilities				10
Establish a formal structure for families who need childcare				13
Micro-level				
Work more closely with the community; awareness and training of community members	1	5	8	10; 13
Educate and train employers	1	3; 4; 9; 15	7; 8	12
Continuous education and training	1		7; 9	13
Train 10 cell leaders, chairperson, councillors, ward executive officers, community development officers and teachers		5		
House to house visits			6	
Use quarterly SL meeting, attended by SW		4		14
Raise awareness, educate parents, caregivers, relatives and local leaders in rural, source, villages and the lakeshore	1	4; 5	8	
Support more CDWs with vocation and entrepreneurial skills training	1	2	7	
Support CDWs education	1			
Provide additional work equipment e.g. sewing machines and computers			7	
Ensure district SWs are aware of their responsibilities		4		
Regular CDW meetings for new CDWs		4		
New CDWs should be introduced to SLs				12
CDWs need to be self-aware; need the capacity to defend themselves; to ask for their rights;				13
Establish or strengthen CDW groups		15		
Establish a team of community members to identify employers' actions		15		
Hold a seminar to train CDWs				12
Employers should be told not to give CDWs too much work				12
Identify CDWs				13

Annex V: Quantitative data

Anti-Slavery International Tanzanian CDW District Bylaw Evaluation Secondary data indicators

Summary indicators (calculated from data collected in Forms A and B)

District	Ilemela		Total	Nyamagana		Total	Magu
	Project Wards	Non-Project Wards		Project Wards	Non-project Wards		Non project wards
Number of wards	7	12	19	7	11	18	25
Number of Street/village Leaders	85	86	171	61	114	175	100
Number of Street Leaders with a current register of CDWs	85	43	128	61	22	83	0
Number of registered CDWs	2485	617	3062	2608	616	3224	0
Average number of registered CDWs who currently have contracts (%)	829 (33.3%)	179 (31%)	1008 (33)	897 (34.4%)	131 (21.3%)	1028 (32%)	0
Average number of CDW cases reported to the police in 2019 (9 months)	63	29	92	85	52	137	12

Secondary Data Collection

Form A: One to be completed for every ward (project and non-project) in Ilemela, Nyamagana and Magu

ILEMELA DISTRICT

S/N	District name	ILEMELA		
1.	Ward name	NYAKATO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1. Gedeli	Yes	5	0
	2.Kangaye A	Yes	2	0
	3.Kangaye B	Yes	4	0
	4.Majengo Mapya	Yes	8	0
	5.NHC	Yes	6	0
	6.National Mashariki	Yes	6	0
	7.Ihangilo	Yes	4	0
	8.National Magharibi	Yes	5	0
TOTAL			40	0
2.	District name	ILEMELA		
	Ward name	NYAMHONGOLO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyamadoke	Yes	51	26
	2.Ibinza	Yes	97	39
	3.Iwelyashinga	Yes	81	36
	4.Ikigijo	Yes	28	21
	5.Bujimile	Yes	4	3
	6.Kaguhwa	Yes	27	6
	7.Ilamba A	Yes	26	16
	8.Ilamba B	Yes	40	13
	9. Bupumula	Yes	32	10
	10.Mtakuja	Yes	7	3
	11.Kashishi	Yes	18	9
12.Nyamhongolo	Yes	48	29	
TOTAL			459	211
3.	District name	ILEMELA		
	Ward name	BUSWELU		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bulola Mlimani	Yes	19	3
	2.Zembwela	Yes	23	10
	3.Buswelu A	Yes	44	6
	4.Buswelu B	Yes	31	11
	5.Kigala	Yes	116	14
	6.Bujingwa	Yes	56	22
	7.Bulola B	Yes	148	9
	8.Majengo Mapya	Yes	67	8
	9.Buhyila	Yes	27	15
10.Bulola A	Yes	192	13	
11.Busenga	Yes	114	17	

	TOTAL		837	128
4.	District name	ILEMELA		
	Ward name	MECCO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nundu	No	0	0
	2.Mecco Kaskazini	No	0	0
	3.Mecco Mashariki	No	0	0
	4.Gedeli	No	0	0
	5. Mecco Magharibi	No	0	0
TOTAL		0	0	
5.	District name	ILEMELA		
	Ward name	BUZURUGA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyambiti	No	0	0
	2.Ustawi	No	0	0
	3.Buzuruga Mashariki	No	0	0
	4.Buzuruga Kusini	No	0	0
	5.Buzuruga Kaskazini	No	0	0
TOTAL		0	0	
6.	District name	ILEMELA		
	Ward name	KIRUMBA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Magomeni	No	0	0
	2.Kiungi	No	0	0
	3.Mlimani B	No	0	0
	4.Ngara	No	0	0
	5.Ibanda Juu	No	0	0
	6.Kabuhoro A	No	0	0
	7.Kigoto	No	0	0
	8.Kabuhoro B	No	0	0
	9.Ibanda Ziwani	No	0	0
	10.Ibanda Busisi	No	0	0
	11.Mlimani B	No	0	0
12.Kirumba Kati	No	0	0	
TOTAL		0	0	
7.	District name	ILEMELA		
	Ward name	NYAMANORO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyamanoro A	Yes	12	0
	2.Kilimahewa B	Yes	27	0
	3.Mkudi	Yes	18	0
	4.Mnyampala	No	0	0
	5.Nyamanoro Mashariki	Yes	15	0
6.Nenetwa	No	0	0	
7.Kilimahewa A	Yes	31	0	

	TOTAL		103	0
8.	District name	ILEMELA		
	Ward name	PASIANSI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bwiru Ziwani	No	0	0
	2.Bwiru Elimu	No	0	0
	3.Bwiru Press	No	0	0
	4.Pasiansi	No	0	0
	5.Pasiansi Magharibi	No	0	0
	6.Bwiru Bima	No	0	0
	7.Bwiru Mchangani	No	0	0
8.Pasiansi Chini	No	0	0	
TOTAL		0	0	
9.	District name	ILEMELA		
	Ward name	ILEMELA WARD		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Ilemela	Yes	93	15
	2.Kahasa	Yes	37	17
	3.Mwambani	Yes	41	13
	4.Nyagungulu	Yes	48	12
	5.Bukengwa	Yes	66	9
	6.Balyehele	Yes	29	16
	7.Butuja	Yes	73	12
	8.Sabasaba	Yes	26	13
	9.Lumala Mashariki	Yes	55	8
	10.Lumala Magharibi	Yes	18	4
TOTAL		486	119	
10.	District name	ILEMELA		
	Ward name	IBUNGILO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kiloleli A	Yes	19	0
	2.Kiloleli B	Yes	21	0
	3.Nyamanoro C	Yes	8	0
	4.Nyamanoro B	Yes	11	0
	5.Nyamanoro Kaskazini	Yes	5	0
	6.Ibungilo A	Yes	16	0
7.Ibungilo B	Yes	7	0	
TOTAL		87	0	
11.	District name	ILEMELA		
	Ward name	NYASAKA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyanda	Yes	9	0
	2.Chamwenda	Yes	5	2
3.Nyasaka	Yes	17	8	
4.Kiloleli B	Yes	24	11	

	5.Nyasaka Senta	Yes	26	4
	6.Nyamhuge	Yes	15	0
	TOTAL		96	25
12.	District name	ILEMELA		
	Ward name	KAHAMA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kahama	Yes	38	11
	2.Kadinda	Yes	9	7
	3.Wilung'hya	Yes	13	13
	4.Lukobe	Yes	17	14
	5.Buteja	Yes	26	16
	6.Buyombe	Yes	25	12
	7.Magaka	Yes	42	17
	8.Buduku	Yes	33	21
	9.Isela	Yes	23	14
	TOTAL		226	125
13.	District name	ILEMELA		
	Ward name	KAYENZE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kayenze	Yes	11	7
	2.Iponyabugali	Yes	6	4
	3.Iseni	Yes	10	6
	4.Lutongo	Yes	5	3
	5.Bezi	Yes	18	12
	TOTAL		50	32
14.	District name	ILEMELA		
	Ward name	BUGOGWA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kimanilwe	Yes	7	5
	2.Bugogwa	Yes	23	14
	3.Kigote	Yes	22	11
	4.Igombe B	Yes	19	9
	5.Koronto	Yes	5	4
	6.Kilabela	Yes	6	3
	7.Bujingwa	Yes	12	7
	8.Igogwe	Yes	7	4
	9.Lugezi	Yes	13	5
	10.Kasamwa	Yes	15	4
	11.Kayenze Ndogo	Yes	18	7
	12.Isanzu	Yes	3	3
	13.Kabangaja	Yes	2	2
	14.Kisundu	Yes	4	1
	15.Igombe A	Yes	11	3
	TOTAL		167	82
	District name	ILEMELA		
	Ward name	SHIBULA		

15.	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyamilolelwa	Yes	7	6
	2.Butindo	Yes	15	5
	3.Mhonze B	Yes	13	8
	4. Semba A	Yes	18	10
	5.Semba B	Yes	7	6
	6.Shibula	Yes	12	7
	7.Ilalila	Yes	17	11
	8.Chamakima	Yes	3	2
	9.Masemela	Yes	6	1
	10.Kihili	Yes	3	2
	11.Buganda	Yes	14	4
	12.Ibaya	Yes	4	3
	13.Bulyaghulu	Yes	5	3
	14.Mhonze A	Yes	15	5
TOTAL			139	73
16.	District name	ILEMELA		
	Ward name	SANGABUYE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Ihalalo	Yes	6	6
	2.Nyashimba	Yes	4	1
	3.Ilekako	Yes	5	4
	4.Lwashi	Yes	3	2
	5.Igalagala	Yes	54	31
	6.Sangabuye	Yes	48	18
	7.Nyafula	Yes	19	9
	8.Lugeye	Yes	6	5
	9.Igumamoyo	Yes	4	2
	10.Isesa	Yes	3	1
	11.Imalang'ombe	Yes	7	2
	12.Kabusungu	Yes	4	3
13.Ng'wang'ila	Yes	3	4	
14.Nyamiswi	Yes	5	3	
TOTAL			171	91
17.	District name	ILEMELA		
	Ward name	KITANGIRI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Mihama	Yes	8	5
	2.Kileleni	Yes	37	13
	3.Kitangiri B	Yes	14	6
	4.Kitangiri A	Yes	3	3
	5.Kitangiri Kati	Yes	9	5
	6. Medical Research	Yes	4	1
	7.Jiwe Kuu	Yes	11	5
8.Mwinuko	Yes	3	3	
TOTAL			89	41
18.	District name	ILEMELA		

	Ward name	KAWEKAMO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyasaka A	Yes	12	8
	2.Nyasaka B	Yes	7	4
	3.Nyasaka C	Yes	9	2
	4.Msumbiji	No	0	0
	5.Kawekamo B	Yes	16	7
	6.P/Mashariki A	No	0	0
	7.P/Mashariki B	No	0	0
	TOTAL		44	21
19.	District name	ILEMELA		
	Ward name	KISEKE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kabambo	Yes	8	7
	2.Kiseke	Yes	32	25
	3.Green View	Yes	16	12
	4.Nyabusalu	Yes	3	3
	5.Nsumba	Yes	18	6
	6.PPF	Yes	21	4
	7.Isenga	Yes	3	1
	8. Zenze	Yes	7	2
	TOTAL		108	60

NYAMAGANA DISTRICT

1.	District name	NYAMAGANA		
	Ward name	MAHINA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyangulugulu	Yes	65	37
	2.Mwananchi	Yes	58	25
	3.Mahina	Yes	17	12
	4.Mahina Kati	Yes	136	58
	5.Kagomu	Yes	142	49
	6.Bugarika	Yes	34	18
	7.Ipuli	Yes	39	25
	8.Susuni	Yes	41	34
	9.Igelegele	Yes	16	16
TOTAL		548	274	
2.	District name	NYAMAGANA		
	Ward name	MHANDU		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Isegeng'he B	Yes	39	14
	2.Mahango	Yes	45	11
	3.Isegeng'he A	Yes	91	13
	4.Kasota	Yes	35	10
	5.Maswa Mashariki	Yes	21	8
	6.Kisiwani	Yes	49	11
	7.Shigunga	Yes	54	9
	8.Mhandu	Yes	47	7
	9.Maswa Magharibi	Yes	88	11
	10.Temeke	Yes	96	12
	11.Sokoni	Yes	28	6
TOTAL		593	112	
3.	District name	NYAMAGANA		
	Ward name	IGOMA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Shamaliwa A	Yes	47	6
	2.Mtakuja	Yes	69	11
	3.Mwembeni	Yes	30	14
	4.Nyerere	Yes	183	11
	5.Kikwete	Yes	41	5
	6.Igoma Mashariki	Yes	66	14
	7.Mandela	Yes	23	10
	8.Igoma Kati	Yes	36	21
	9.Dr. Shein	Yes	7	5
	10.Igoma Magharibi A	Yes	129	23
11.Igoma Magharibi B	Yes	16	9	

	12.Kilimo A	Yes	45	6
	13.Kilimo B	Yes	36	13
	14.Kakebe	Yes	3	3
	15.Shamaliwa B	Yes	129	8
	16.Mkapa	Yes	6	2
	TOTAL		866	161
4.	District name	NYAMAGANA		
	Ward name	KISHIRI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Fumagila	No	0	0
	2.Kanindo	No	0	0
	3.Kishiri B	No	0	0
	4.Kanenwa	No	0	0
	5.Ihushi	No	0	0
	6.Mbugani	No	0	0
	7.Fumagila Mashariki	No	0	0
	8.Ndofe	No	0	0
	9.Bukaga	No	0	0
10.Kishiri A	No	0	0	
	TOTAL		0	0
5.	District name	NYAMAGANA		
	Ward name	LWANIMA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kagela	No	0	0
	2.Semba	No	0	0
	3.Sahwa	No	0	0
	4.Bugayamba	No	0	0
	5.Kwambiti C	No	0	0
	6.Mwalukula	No	0	0
	7.Kwmbiti A	No	0	0
	8.Kwambiti B	No	0	0
	9.Kwambiti D	No	0	0
	10.Kibundubundu	No	0	0
	11.Nohbola	No	0	0
	12.Isebanda	No	0	0
	13.Ihushi	No	0	0
	14.Nyabahigi	No	0	0
	15.Lwanhima Magharibi	No	0	0
	16.Nyakomanga	No	0	0
	17.Maliza	No	0	0
18.Kaleye	No	0	0	
	TOTAL		0	0
6.	District name	NYAMAGANA		
	Ward name	BUHONGWA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered

				CDWs with contracts
	1.Buhongwa Mashariki	Yes	12	8
	2.Mwang'alanga	No	0	0
	3.Nyamazala	Yes	16	7
	4.Nyauchama	No	0	0
	5.Kigoto	No	0	0
	6.Ihilya A	Yes	23	17
	7.Buguku	Yes	26	11
	8.Nyakagwe	Yes	40	34
	9.Bulale	No	0	0
	10.Nyangwi	No	0	0
	11.Mitimirefu	Yes	52	21
	12.Ng'ashi	Yes	13	7
	13.Ihilya B	Yes	16	12
	14.Nyambiti	No	0	0
	15.Shibani	No	0	0
	16.Nyanembe	No	0	0
	17.Kishira	No	0	0
	18.Buhongwa Magharibi	Yes	9	2
	TOTAL		207	119
7.	District name	NYAMAGANA		
	Ward name	MKOLANI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Mkolani street	No	0	0
	2.Utemini	No	0	0
	3.Majengo	No	0	0
	4.Ibanda	No	0	0
	5.Kasese	No	0	0
	6.Nyamazobe	No	0	0
	7.Nyanghingi	No	0	0
	8.Buganda	No	0	0
	9.Nyanza	No	0	0
	10.Nyamalango	No	0	0
	TOTAL		0	0
8.	District name	NYAMAGANA		
	Ward name	NYEGEZI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nchenga	No	0	0
	2.Calfonia	No	0	0
	3.Nkamba	No	0	0
	4.Nyabulogoya	No	0	0
	5.Swila	No	0	0
	6.Ibanda	No	0	0
	7.Igubinya	No	0	0
	8.Kuzenza	No	0	0
	TOTAL		0	0
9.	District name	NYAMAGANA		
				1

	Ward name	LUCHELELE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Malimbe	No	0	0
	2.Silivini	No	0	0
	3.Nyakalekwa	No	0	0
	4.Nganza	No	0	0
	5.Luchecele Ziwani	No	0	0
	6.Ihumilo	No	0	0
	7.Shadi	No	0	0
	8.Sweya	No	0	0
	9.Kisoko	No	0	0
	10.Kasamiko	No	0	0
	TOTAL		0	0
10.	District name	NYAMAGANA		
	Ward name	MKUYUNI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Railway (Relwe)	No	0	0
	2.Shede	No	0	0
	3.Mlumbani	No	0	0
	4.Kang'anga	No	0	0
	5.Mkuyuni Sokoni	No	0	0
	6.Mahakama	No	0	0
	7.Mahina Relini	No	0	0
	8.Nyakurunduma	No	0	0
	TOTAL		0	0
11.	District name	NYAMAGANA		
	Ward name	BUTIMBA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bohari	No	0	0
	2.Tambukareli	No	0	0
	3.Kanyerere	No	0	0
	4.Iseni	No	0	0
	5.Hospitali	No	0	0
	6.Ziwa	No	0	0
	7.Amani	No	0	0
	8.Kambarage	No	0	0
	TOTAL		0	0
12.	District name	NYAMAGANA		
	Ward name	IGOGO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bugando	Yes	41	7
	2.Mwenge	Yes	24	12
	3.Kwimba	Yes	37	21
	4.Mulungushi	Yes	58	18

	5.Kambarage	Yes	31	4
	6.Azimio	Yes	63	19
	7.Malulu	Yes	39	13
	8.Minja	Yes	27	5
	9.Jiwe	Yes	52	14
	TOTAL		372	113
13.	District name	NYAMAGANA		
	Ward name	NYAMAGANA WARD		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Capripoint	Yes	5	1
	2.Idara ya Maji	Yes	26	10
	3.Nyamagana Mashariki	Yes	6	1
	4.Nyamagana Magharibi	Yes	0	0
	TOTAL		37	12
14.	District name	NYAMAGANA		
	Ward name	PAMBA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Pamba A	Yes	14	8
	2.Pamba B	Yes	29	17
	3.Mission	Yes	37	23
	4.Jeshini	Yes	5	5
	5.Bugarika Kusini	Yes	41	26
	6.Zahanati	Yes	9	5
	7.Bugarika Kaskazini	Yes	36	12
	8.Mlimani	Yes	8	7
	9.Miembeni A	Yes	2	2
	10.Miembeni B	Yes	11	3
TOTAL		192	108	
15.	District name	NYAMAGANA		
	Ward name	MIRONGO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Rufiji	Yes	14	13
	2.Utemini	Yes	21	19
	3.Uhuru	Yes	47	34
	TOTAL		82	66
16.	District name	NYAMAGANA		
	Ward name	ISAMILO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nera	No	0	0
	2.Isamilo Kaskazini A	No	0	0
	3.Isamilo Kaskazini B	No	0	0
	4.Nyakabungo	No	0	0
	5.Nyakabungo A	No	0	0
	6.Nyakabungo B	No	0	0
7.Nyakabungo C	No	0	0	

	8.S.D.A	No	0	0
	9.National	No	0	0
	10.Msikiti	No	0	0
	11.Lake	No	0	0
	TOTAL		0	0
17.	District name	NYAMAGANA		
	Ward name	MBUGANI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Uhuru	Yes	8	3
	2.Unguja	Yes	29	13
	3.Mbugani A	Yes	22	14
	4.Mission	Yes	25	18
	5.Nyashana	Yes	32	14
	6.Kasulu	Yes	17	12
	TOTAL		133	74
18.	District name	NYAMAGANA		
	Ward name	MABATINI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Majengo Mapya	Yes	28	15
	2.Mabatini Kaskazini	Yes	31	17
	3.Mabatini Kusini	Yes	34	10
	4.Nyerere A	Yes	48	23
	5.Nyerere B	Yes	18	12
	6.Mbugani B	Yes	35	25
	TOTAL		194	102

MAGU DISTRICT

S/N	District name	MAGU		
1.	Ward name	BUKANDWE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1. Ihayabuyaga	No	0	0
	2.Welamasonga	No	0	0
	3.Isangijo	No	0	0
	TOTAL		0	0
2.	District name	MAGU		
	Ward name	JINJIMILI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kabale	No	0	0
	2.Nyasato	No	0	0
	3.Jinjimili	No	0	0
	4.Kabila	No	0	0
	5.Mwamagoli	No	0	0
6.Ndagalu	No	0	0	

	7.Igombe	No	0	0
	TOTAL		0	0
3.	District name	MAGU		
	Ward name	SHISHANI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Shishani	No	0	0
	2.Mahaha	No	0	0
	3.Isolo	No	0	0
	TOTAL		0	0
4.	District name	MAGU		
	Ward name	NKUNGULU		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Mwashepi	No	0	0
	2.Nhobola	No	0	0
	3.Kayenye B	No	0	0
	TOTAL		0	0
5.	District name	MAGU		
	Ward name	NG'HAYA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Salama	No	0	0
	2.Chandulu	No	0	0
	3.Mwabulenga	No	0	0
	4.Ng'haya	No	0	0
	5.Bugatu	No	0	0
TOTAL		0	0	
6.	District name	MAGU		
	Ward name	SUKUMA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Lumeji	No	0	0
	2.Iseni	No	0	0
	3.Nyang'anga	No	0	0
	TOTAL		0	0
7.	District name	MAGU		
	Ward name	LUBUGU		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kisamba	No	0	0
	2.Nsola	No	0	0
	3.Lubugu	No	0	0
	4.Bubinza	No	0	0
	5.Sayaka	No	0	0
TOTAL		0	0	
8.	District name	MAGU		
	Ward name	BUHUMBI		

	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kitongo	No	0	0
	2.Buhumbi	No	0	0
	3.Mwamibanga	No	0	0
	4.Nyashoshi	No	0	0
	TOTAL		0	0
9.	District name	MAGU		
	Ward name	MWAMABANZA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Mwamabanza	No	0	0
	2.Salong'we	No	0	0
	3.Mwalinha	No	0	0
	TOTAL		0	0
10.	District name	MAGU		
	Ward name	NYIGOGO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Ilungu	No	0	0
	2.Kinango	No	0	0
	3.Nyashimba	No	0	0
	4.Yichobela	No	0	0
	TOTAL		0	0
11.	District name	MAGU		
	Ward name	KAHANGARA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kahangara	No	0	0
	2.Ijinga	No	0	0
	3.Shinembo	No	0	0
	4.Nyamahanga	No	0	0
	5.Bundilya	No	0	0
	TOTAL		0	0
12.	District name	MAGU		
	Ward name	KITONGO SIMA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kitongo Sima	No	0	0
	2.Lugeye	No	0	0
	3.Kigangama	No	0	0
	TOTAL		0	0
13.	District name	MAGU		
	Ward name	NYANGUGE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Nyanguge	No	0	0

	2.Muda	No	0	0
	3.Matale	No	0	0
	4.Bugumangala	No	0	0
	TOTAL		0	0
14.	District name	MAGU		
	Ward name	MWAMAGA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kisesa B	No	0	0
	2.Inolelo	No	0	0
	3.Misambo	No	0	0
	4.Malilika	No	0	0
	5.Mwamanga	No	0	0
	TOTAL		0	0
15.	District name	MAGU		
	Ward name	KONGOLO		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kongolo	No	0	0
	2.Shilindwe	No	0	0
	TOTAL		0	0
16.	District name	MAGU		
	Ward name	LUTALE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Lutale	No	0	0
	2.Kageye	No	0	0
	3.Itandula	No	0	0
	4.Rangi	No	0	0
	TOTAL		0	0
17.	District name	MAGU		
	Ward name	BUJASHI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Matale	No	0	0
	2.Ihushi	No	0	0
	3.Sese	No	0	0
	4.Busekwa	No	0	0
	TOTAL		0	0
18.	District name	MAGU		
	Ward name	BUJORA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bujora	No	0	0
	2.Kanyama	No	0	0
	3.Kisesa	No	0	0
TOTAL		0	0	
19.	District name	MAGU		

	Ward name	KISESA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Wita	No	0	0
	2.Kitumba	No	0	0
	3.Igkemaja	No	0	0
	TOTAL		0	0
20.	District name	MAGU		
	Ward name	ITUMBILI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Itumbili	No	0	0
	2.Mashineni	No	0	0
	3.Unyamwezini	No	0	0
	4.Mwabasabi	No	0	0
	TOTAL		0	0
21.	District name	MAGU		
	Ward name	KABILA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Kabila	No	0	0
	2.Mwamagoli	No	0	0
	3.Ndagalu	No	0	0
	4.Igombe	No	0	0
	TOTAL		0	0
22.	District name	MAGU		
	Ward name	ISANDULA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Majengo	No	0	0
	2.Isandula A Mashariki	No	0	0
	3.Isandula B	No	0	0
	4.Isandula C	No	0	0
	5.Ibindaja	No	0	0
	6.Ndagalu	No	0	0
	7.Isandula A Magharibi	No	0	0
	TOTAL		0	0
23.	District name	MAGU		
	Ward name	KANDAWE		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Ihimbili	No	0	0
	2.Kipeja	No	0	0
	3.Mwatelesha	No	0	0
	4.Sagani	No	0	0
	TOTAL		0	0
24.	District name	MAGU		

	Ward name	CHABULA		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bugando	No	0	0
	2.Nyashingwe	No	0	0
	3.Chabula	No	0	0
	TOTAL		0	0
25.	District name	MAGU		
	Ward name	MAGU MJINI		
	Street Leader No.	CDW Register? (Yes/No)	Number of CDWs registered	Number of registered CDWs with contracts
	1.Bank	No	0	0
	2.National	No	0	0
	3.Nyalikungu A	No	0	0
	4.Nyigogo	No	0	0
	5.Wambiza	No	0	0
	6.Nyanguge	No	0	0
	TOTAL		0	0

Form B: Ward-level CDW Registration by District: **NYAMAGANA**

District	Nyamagana						
Ward No.	Ward Name	Project Ward (Yes/No)	Current number of Street Leaders in the ward	Current number of Street Leaders with CDW registers	Total number of CDWs currently registered	Current number of registered CDWs with contracts	Number of cases related to CDW abuse reported at Ward level in 2019 to date
1	Mahina	Yes	9	9	548	274	86
2	Mhandu	Yes	11	11	593	112	98
3	Igoma	Yes	16	16	866	161	124
4	Kishiri	No	10	0	0	0	28
5	Lwanima	No	18	0	0	0	12
6	Buhongwa	No	18	9	207	119	31
7	Mkolani	No	10	0	0	0	21
8	Nyegezi	No	8	0	0	0	15
9	Luchelele	No	10	0	0	0	53
10	Mkuyuni	No	8	0	0	0	5
11	Butimba	No	8	0	0	0	40
12	Igogo	No	9	9	372	-	65
13	Nyamagana	No	4	4	37	12	12
14	Pamba	Yes	10	10	192	108	46
15	Mirongo	Yes	3	3	82	66	31
16	Isamilo	No	11	0	0	0	24
17	Mbugani	Yes	6	6	133	74	19
18	Mabatini	Yes	6	6	194	102	58
TOTAL			175	83	3224	1028	768

Form B: Ward-level CDW Registration by District: **ILEMELA**

District	Ilemela						
Ward No.	Ward Name	Project Ward (Yes/No)	Current number of Street Leaders in the ward	Current number of Street Leaders with CDW registers	Total number of CDWs currently registered	Current number of registered CDWs with contracts	Number of cases related to CDW abuse reported at Ward level in 2019 to date
1	Nyakato	No	8	0	0	0	9
2	Nyamhongolo	Yes	12	12	459	211	79
3	Buswelu	Yes	11	11	837	128	103
4	Mecco	No	5	0	0	0	5
5	Buzuruga	No	5	0	0	0	21
6	Kirumba	No	12	0	0	0	7
7	Nyamanoro	No	7	5	103	0	18
8	Pasiansi	No	8	0	0	0	32
9	Ilemela	Yes	10	10	486	119	107
10	Ibungilo	No	7	7	87	0	23
11	Nyasaka	No	6	6	96	25	29
12	Kahama	Yes	9	9	226	125	62
13	Kayenze	No	5	5	50	32	37
14	Bugogwa	Yes	15	15	167	82	22
15	Shibula	Yes	14	14	139	73	47
16	Sangabuye	Yes	14	14	171	91	36
17	Kitangiri	No	8	8	89	41	27
18	Kawekamo	No	7	4	44	21	15
19	Kiseke	No	8	8	108	60	19
TOTAL			171	128	3062	1008	698

Form B: Ward-level CDW Registration by District: **Magu**

District	Magu						
Ward No.	Ward Name	Project Ward (Yes/No)	Current number of Street Leaders/ village leaders in the ward	Current number of Street Leaders with CDW registers	Total number of CDWs currently registered	Current number of registered CDWs with contracts	Number of cases related to CDW abuse reported at Ward level in 2019 to date
1	Magu Mjini	No	6	0	0	0	48
2	Isandula	No	6	0	0	0	0
3	Itumbili	No	4	0	0	0	0
4	Kandawe	No	4	0	0	0	0
5	Nyigogo	No	4	0	0	0	0
6	Kahangara	No	5	0	0	0	0
7	Kitongo Sima	No	3	0	0	0	0
8	Mwamanga	No	5	0	0	0	0
9	Lutale	No	4	0	0	0	0
10	Kongolo	No	2	0	0	0	0
11	Chabula	No	3	0	0	0	0
12	Bukandwe	No	3	0	0	0	0
13	Kisesa	No	3	0	0	0	0
14	Bujora	No	3	0	0	0	0
15	Lubugu	No	5	0	0	0	0
16	Mwamabanza	No	3	0	0	0	0
17	Bujashi	No	4	0	0	0	0
18	Sukuma	No	3	0	0	0	0
19	Ng'aya	No	5	0	0	0	0
20	Kabila	No	4	0	0	0	0
21	Nkungulu	No	3	0	0	0	0
22	Jinjimili	No	7	0	0	0	0
23	Shishani	No	3	0	0	0	0
24	Buhumbi	No	4	0	0	0	0
25	Nyanguge	No	4	0	0	0	0
TOTAL			100	0	0	0	0

NOTE: Among 99 leaders (16 are street leaders and 84 are village leaders) and number of CDWs cases reported by ward no specific information except for Magu Mjini ward

Form C: CDW abuse referrals

Criteria	Year	Ilemela district	Nyamagana district		Magu district	Magu Mjini ward
		Project Districts			Non-Project District	Non-Project Ward
Number of referrals related to CDW abuse received by local district authorities (Community Development Officers and/or Social Workers)	2017	252	2017/2018	1482	22	12
	2018	146	2018/2019	1313	54	24
	2019 (9months)	314			17	12
TOTAL		712	2795		93	48
Total number of referrals related to CDW abuse received by the police gender desk	2017	86	177		12	12
	2018	105	191		48	24
	2019 (9months)	92	137		12	12
TOTAL		283	505		72	48
Number of referrals related to CDW abuse to other support services for emergency funds and/or legal support / shelter, re-integration/ counselling	2017	22	25		0	0
	2018	57	91		0	0
	2019(9months)	39	45		0	0
TOTAL		118	161		0	0

Form D: Project Ward Training Records

DISTRICT	NUMBER OF STAKEHOLDERS TRAINED		
	2017	2018	2019
ILEMELA			
Project Ward 1: [NYAMHONGOLO]	34	35	64
Project Ward 2: [BUSWELU]	43	51	67
Project Ward 3: [ILEMELA]	33	36	68
Project Ward 4: [KAHAMA]	25	31	49
Project Ward 5: [BUGOGWA]	33	35	53
Project Ward 6: [SHIBULA]	18	25	38
Project Ward 7: [SANGABUYE]	21	19	32
Total	207	232	371
NYAMAGANA			
Project Ward 1: [MAHINA]	36	39	42
Project Ward 2: [MHANDU]	35	41	54
Project Ward 3: [IGOMA]	41	42	51
Project Ward 4: [PAMBA]	13	18	32
Project Ward 5: [MIRONGO]	15	13	21
Project Ward 6: [MBUGANI]	17	19	20
Project Ward 7: [MABATINI]	14	17	21
Total	171	189	241
	378	421	612
DISTRICT AND REGIONAL LEVELS TOTAL	56		
MAGU	None	None	None
GRAND TOTAL	434	477	668
1579			

NOTE: District and Regional stakeholders were involved in the training in every year of the project

Annex VI: Tanzanian Local Government Hierarchy

Local Government Level	Description	Members	Responsibilities
District (municipal; town and city)	Local leaders	Elected mayor; deputy mayor and secretary; Ward chairs; district level social welfare officers	Power to pass local bylaws
Ward	Ward leaders	Elected chair and executive secretary who are government officials; ward level community development officers	Devolved responsibility for social welfare, health, police and agriculture
Street or village	A governing committee of a varying number of 10 cell units	Elected chair and secretary who are government employees; other 10 cell leaders	Local representation
10 Cell	Set of 10 households	Every household member; elected 10 cell leader	e.g. Provide communal funds for funeral expenses

It is considered an obligation for at least one member of each household to attend 10 cell meetings. Should a member of the household be unable to attend, they are expected to send a relative as a replacement. A small financial contribution is expected, and this is used, for example, to pay for funerals. It is also customary to provide and share food. This tightly knit structure creates a strong sense of belonging and reinforces cultural norms. It can, however, also inhibit change since deviation from accepted practices may create enmity between cell members.

Annex VII: Nature and proportion of CDW abuse cases reported to TCDWC by gender

Category of cases	# of Cases Reported by Gender		Total	Percentage %
	Male	Female		
Wage denial	20	107	127	26.5
CDWs trafficking	27	86	113	23.5
Under age CDWs	28	46	74	15.4
Physical abuse	29	38	67	14.0
Pregnancies	-	49	49	10.2
Shy attack	-	22	22	4.6
Sexual abuse	-	13	13	2.7
Chased CDWs	2	10	12	2.5
Emotional abuse	-	3	3	0.6
Total	106	374	480	100