

ADDIS ABABA UNIVERSITY

COLLEGE OF SOCIAL SCIENCES

SCHOOL OF SOCIAL WORK

EXPLORING THE LIVED EXPERIENCES OF CHILD DOMESTIC
WORKERS, THE CASE IN WOREDA 01 OF KOLFE KERANIYO SUB CITY,
ADDIS ABABA

By Cherinet Gizaw

EXPLORING THE LIVED EXPERIENCES OF CHILD DOMESTIC
WORKERS, THE CASE IN WOREDA 01 OF KOLFE KERANIYO SUB CITY,
ADDIS ABABA

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CHERINET GIZAW

ADVISOR: EMEBET MULUGETA (PhD)

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Statement of Certification

This is to certify that this thesis is prepared by Cherinet Gizaw, entitled: Exploring the lived experiences of Child Domestic Workers the case in Woreda 01 of Kolfe Keraniyo Sub city, Addis Ababa and submitted in partial fulfillment of the requirements for the Degree of Master of Social Work compiles with the regulation of the University and meets the accepted standards with respect to originality and quality

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Declaration

This is to certify that the thesis prepared by Cherinet Gizaw entitled: Exploring the lived experiences of Child Domestic Workers, the case in Woreda 01 of Kolfe Keraniyo Sub city, Addis Ababa and submitted in partial fulfillment of the requirements for the degree of Master of Social Work complies with the regulations of the university and meets the accepted standards.

By: Cherinet Gizaw

Signature _____

Date _____

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List of Abbreviations

AAU	Addis Ababa University
ABE	Alternative Basic Education
CDW	Child Domestic Worker
CSA	Central Statistical Agency
DQA	Data Quality Assurance
EFDRE	Ethiopian Federal Democratic Republic
GBV	Gender Based Violence
HH	Household
HSO	Human Service Organizations
ILO	International Labour Organization
MoWSA	Ministry of Women and Social Affairs
MOLS	Ministry of labour and Skills
KII	Key Informant Interview
NGOs	Non-Governmental Organizations
UNCRC	United Nations Convention on the Rights of the Child

UNICEF	United Nations Children Fund
UN	United Nations

ABSTRACT

This research explores the lived experiences of child domestic workers in Woreda 1 of Kolfe Keranio Sub-City, Addis Ababa. It focuses on key aspects of the exposures in relation to their well-being, including livelihood, education, health, and protection concerns.

The research used qualitative methodology. Accordingly, the research collected data through Key Informant Interviews (KIIs) from sampled child domestic workers. A thematic analysis is method by identifying, coding and grouping themes used to analyze the data collected from Child Domestic Workers.

The findings of the research showed the prevalence of challenges, including long hours (average 15.5 hours) working conditions, limited access to education, inadequate healthcare, and a lack of protection from mistreatments. These challenges are exacerbated by socio-economic vulnerabilities, reinforcing series of poverty and marginalization. Based on these insights, the research offers actionable recommendations for social work practice and other stakeholders.

Key recommendations include securing funding to support intervention programs, developing targeted strategies to support child rights, and enhancing stronger integrated collaboration among governmental and non-governmental organizations. By implementing these approaches, social workers, development partners, other stakeholders and policymakers can play a critical role in

ensuring the provision of ethical, quality interventions for child domestic workers in Ethiopia and other similar contexts around the globe. This research underscores the need for multi-sectoral efforts to safeguard the rights and well-being of child domestic workers, advocating for systemic change through policy reform & enforcing the implementation of the existing policy and sustainable intervention programs.

CHAPTER ONE: INTRODUCTION

1.1 Background of the research

Child domestic work has been a common form of labor particularly among poor and marginalized communities in different parts of the world. It has come to happen and evolved over time in response to economic, social, and cultural issues, mostly due to economic disparities and poverty level in society.

If we consider economic factor families having low income mostly use to send children to work to generate additional income for the family. Low access for education opportunities will also expose to work. Added to these are cultural and social norms are one of the drivers to engage children to labour. A weak legal system and policy practice are the factors that lead children to labour. Reports shared by organizations like ILO and UNICEF affirms the prevalence of child labour in different contexts.

For instance, in 2016, about 218 million children were engaged in child labour worldwide, 75 million of whom were in hazardous occupations according to ILO's global estimates. In the 2015 CLS, 8.7 million children in Ethiopia were found to be engaged in hazardous work. Considering the substantial effects on child welfare and development, these numbers are cause for concern. Research has proven the causal relationship between the intensity of children's work and their health, education and well-being (IPEC &Dorman, 2008).

Addis Ababa serves as one of a focal point for child domestic labor due to its status as the nation's capital and a hub for economic activities. Within Addis Ababa, Kolfe Keraniyo Sub-city, and Woreda 01, considered a context for this issue. This area, located near the "Meneharia" or bus station, is a significant destination point for travelers from the Southern and South-Western

regions of Ethiopia. Its location has assumed to be somehow contributed to the prevalence and employment of children into domestic work on the top of other push and pull factors, as the Child Domestic workers are from northern part of the country as well.

Children from rural and semi urban areas, caused by poverty, family disintegration, insufficient access for social services like education, or promises of a better life, traveled to urban areas like Woreda 01. This research focuses on exploring the lived experiences of child domestic workers in Woreda 01 of Kolfe Keraniyo Sub-city. By delving into their stories, the research seeks to understand the experiences they have, challenges they face, the coping mechanisms they are adopting, and the factors contributing to this issue. The findings aim to inform policymakers, child welfare organizations, and other stakeholders to develop interventions that can protect and empower child domestic workers on the top of addressing the root causes of this current practice. The research is about researching lived experiences of Child Domestic Workers (CDWs) Woreda 1 of Kolfe Karanio Sub city in Addis Ababa. The research location is selected, because there is a prevalence of Child domestic Workers this is assumed to be related with availability of bus station serving for south and south western parts of the Country.

The research aims to explore the experience of Child Domestic Workers, which is important for informed policy-making or decision making and the development of interventions. As the research will support to enhance capacity of the researcher, it is considered that, Social Work profession theories, frameworks, models and values underpinnings will be taken as a basis and practiced in the administration of the research.

1.2 Statement of the Problem

Child domestic work is a prevalent and often overlooked form of child labor in Addis Ababa, Ethiopia. A number of children, particularly from rural areas, come to the city in look for better opportunities and also sent by their families due to economic factor or low income of the parents or primary care givers. However, instead of getting a safe and enabling environment, these children are facing exploitative working and living conditions, low or no wages, long working hours, and even physical, emotional, and sexual abuse. Despite the availability of national legal frameworks and the country has ratified in the international conventions such us CRC, moreover availability of mandated government stakeholders, the implementation of the laws and policies remain weak.

The lived experiences of child domestic workers in Addis Ababa remain underexplored, with limited research capturing their voices, struggles, and aspirations. Understanding their daily conditions, coping mechanisms, and the broader structural factors that initiate child domestic labor is crucial for designing effective policies and interventions.

Though, the prevalence of child domestic work is common in all parts of the country including Addis Ababa, it has been observed that the evidences and knowledges in relation to their lived experience is low, due to the absences of sufficient studies in this not observed. This lack of comprehensive understanding creates a gap in developing evidence-based interventions to empower these children. This research seeks to fill this gap by documenting the lived experiences of child domestic workers, highlighting the livelihood, education, health and challenges they face, and identifying possible support mechanisms that could improve their well-being and future prospects. This research seeks to research the lived experiences of child

domestic workers in Woreda 01 of Kolfe Keraniyo Sub-city and contribute to the evidences and knowledge by analyzing the data sources gained from the research.

1.3 Objectives of the Research

General Objective

The overall objective of this research is to explore and understand the lived experiences and situations of child domestic workers in Woreda 01, Kolfe Keraniyo Sub-city, Addis Ababa. By researching this experience, the research desires to contribute to evidence-based decision making, interventions, the formulation of evidence-based policies and targeted strategies in relation to the domestic workers,

Specific Objectives

- To assess the working conditions of child domestic workers, health care, wages, education opportunities and employer relationships.
- To get insight on the challenges faced by child domestic workers and learn the coping mechanisms and resilience strategies employed by child domestic workers in response to their work environment.
- To provide recommendations for evidence-based interventions, policy formulation, and strategies aimed at improving the conditions of child domestic workers.

1.4 Research Questions

- What does the existing CDW everyday experience look like including income, safety, health care, education opportunities?
- What are the challenges they experience, coping mechanisms and resilience strategies used by child domestic workers in response to their work environment?

- What evidence-based strategies and interventions can be recommended to improve the situations and working conditions of CWDs in the research location?

1.5 Significance of the Research

This research on the experiences of child domestic workers in Woreda 01 of Kolfe Keraniyo Sub-city, Addis Ababa, holds considerable significance for various stakeholders, including policymakers, Community, Child Domestic Workers, Employers, child welfare organizations, and Academia to strategize evidence-based interventions and create knowledge management.

The review of different reports and research's findings related with child labour showed the prevalence of the Child labor in different parts of the country. However, the studies are not updated and they lack to address lived experiences domestic child workers. Hence, this research will be helpful for the following reasons:

The research generates insight and knowledge regulatory body, development partners and other stakeholders by assessing the updated live experience related to child labor and protection. This will provide evidence-based recommendations for policy improvements and interventions at the local or different structure levels.

By addressing these aspects, a research can contribute valuable insights to inform policies and programs aimed at improving the well-being and rights of child domestic workers in Woreda 1 of Kolfe Keraniyo Subcity. Following the need for the capacity building of the CDWs, few development partners are intervening to support this research group in the area, such as organizations like Freedom Fund and the local NGO known as PADet.

1.6 Scope of the Research

The scope of a research on child domestic workers in Kolfe Keranio Subcity, Woreda 01, would include exploring the lived experience of child domestic labor, the socio-economic backgrounds of the children involved, the working conditions they face. The research focusses on children from 10 to below 18 years of age.

I chose the topic and areas of the research because, I was working in work practice in the location by supporting a project working the Child domestic Workers. Some of the main intervention of the project is conducting monitoring through regular visit by community volunteers or watch groups to assess potential risks and making awareness on employers about child right. I have got a chance to work with GBV survivors learnt how the CDWs are in challenging circumstances. Hence, I decided to further explore the live experience of these children by conducting research. I also believed my research will contribute to the wellbeing of these children by providing evidences for interventions and promoting evidence-based advocacy.

1.7 Organization of the research

The research is organized and structured into six chapters, each highlighting the key requirements of the research process and flow.

Chapter one introduces the research, including the background, statement of the problem, research objectives, and significance of the research. In addition to this, it has included the research questions that leads the research and key operational definitions to ensure consensus and common understanding in some foundational terms.

Chapter Two presents a review of literature, considering existing research, theories, and empirical studies related to the topic. This section establishes the foundation for the research by

identifying gaps in knowledge and contextualizing the research within the broader academic discourse.

Chapter Three focuses on the research methodology, describing the research design, data collection methods, sampling techniques, and analytical approaches used. It also discusses the ethical considerations and limitations of the research to ensure transparency and analysis.

Chapter Four presents the findings of the research, systematically analyzing and interpreting the collected data. This chapter provides empirical evidence in response to the research questions, using qualitative and/or quantitative methods as appropriate.

Chapter Five consists of a discussion of the findings, linking them to the theoretical framework and previous research. It highlights key insights, explores implications, and examines the relevance of the results in relation to the research's objectives.

Chapter Six concludes the research by summarizing key findings and drawing meaningful conclusions. It also outlines the practical, theoretical, and policy-related implications of the research, proposing recommendations for future studies and potential applications in the relevant field.

1.8 Delimitations of the Research

This research focuses on child domestic workers in Woreda 1 of Kolfe Keranio Sub-City in Addis Ababa. Child domestic workers were selected as the focus because, although this practice is widespread across Ethiopia due to socio-economic factors, cultural influences, and child labor policies, there is limited research specifically examining their experiences in this context. Understanding their lived conditions can provide valuable insights for stakeholders addressing their well-being.

While previous studies have explored child labor in general, they have not specifically examined the experiences of child domestic workers which do have big concern due to their susceptibility to various risks including GBV. The research is geographically limited to Addis Ababa, the capital city of Ethiopia, due to the high prevalence of child domestic workers and budget constraints for the research to explore further understanding from their areas of birth. Given the urgent concerns surrounding child domestic workers in Addis Ababa, this research is believed to be particularly relevant for practitioners, policymakers, education institutions, and researchers.

In terms of content, the research focuses on the experiences of child domestic workers, particularly in relation to their managing income, education, health, challenges, and coping strategies throughout their time as domestic workers.

1.9 Operational Definition of Key Terms

For a research on child domestic workers, defining key terms is essential for clarity, precision and consensus. Below are some terms commonly used in this research along with their definitions:

Child domestic work: Refers to children aged 5 to 17 years perform domestic tasks in the household with employment relationship. (ILO-IPEC, 2013). The definition is based on the Domestic Workers Convention No. 189 of 2011

Child Labor: "The term 'child labor' is defined as work that denies children of enjoying their childhood, their potential and their respect, and that is dangerous to physical and mental development. It meant and refers to work that is mentally, physically, socially or morally dangerous and harmful to children; (ILO definition)

Child Rights: The fundamental rights of children, including but not limited to the right to survival, protection from abuse and harm, access to education, access to healthcare, and a quality of living adequate for their physical, mental, spiritual, moral, and social development, as outlined in the United Nations Convention on the Rights of the Child (UNCRC).

Child: The UNCRC and ILO Convention 182 (WFCL) refers to individuals under 18 years of age as children.

Coping mechanism: coping mechanism refers to the purposeful or unconscious strategies and actions individuals take to manage stress, worry, and emotional challenges, aiming to reduce or tolerate worrying conditions.

Domestic work: - The work undertaken within household (ILO Convention No. 189 concerning decent work for domestic workers, 2011: Definitions Article1)

Domestic worker: - It means any individual involved in domestic work by an employment relationship. A person who performs domestic work only occasionally and not on an occupational basis is not a domestic worker.

Household: A household consists of one or more persons who live in the same house and share the income.

Life Skill: Life skills are defined as developing a set of psychosocial competencies and interpersonal communication skills that support people to make informed decisions, solve problems, think critically and innovatively, interact effectively, establish well connections, understand with others, and cope with and manage the wellbeing of their lives.

Lived experience: It is a person's particular experiences, insights, and skill & knowledge obtained from these exposures. It's a subjective understanding that forms how individuals understand and reply to the world

Resilience: It mentions to the capability to effectively familiarize to stressors, upholding psychological well-being during hardship. It's the ability to bounce back from difficult circumstances. Resilience is not a trait that people either have or don't have rather it is leant experience.

Vulnerability: The situation of being susceptible to danger or exploitation due to various factors such as age, socioeconomic condition, unable to access to resources and marginalization. Children engaged in domestic work are often considered vulnerable due to their age and the hidden nature of their work.

CHAPTER TWO: LITERATURE REVIEW

The literature review is undertaken with the aim to understand the existing knowledge in relation to the research area, to critically define the research problem, to explore the theoretical and empirical views on the experiences, challenges, and coping mechanisms of the subject under the research, to get more inputs on methodical insights, to contextualize the findings, to identify trends and debates and supporting arguments with evidences. It is structured into sections as described here after. The first section defines key terms related to Child Domestic Workers. The second section examines the wider context of child labor in Ethiopia. The third section discusses the definitions, types, and sources of child labor, incorporating both recent and previous studies on this area. The fourth section outlines theoretical perspectives relevant to the research's findings. The fifth section reviews empirical research on the experiences, challenges, and coping strategies of child laborers. Finally, the last section presents the conceptual framework for child domestic workers.

2.1 Conceptualizing Key Terms

According Boateng (2017, to the definition of Child Domestic Work (CDW) is mentioned to be contested¹. Though international law defines children as a person under the age of 18 years old and Ethiopia uses this definition as well. However, when we consider the child labor law it varies across different contexts and in countries like Ethiopia, the national minimum age to work is 15

¹ Boateng, P., & West, H. (2017). Child domestic work

years old. Furthermore, socio-economic patterns and national level policies added an additional dimension to how CDW is understood, measured and administered. In spite of these differences, as an highlight, child domestic work is a general reference to children's work in the domestic work sector in the household of a third-party or employer. For the reason of having a common theoretical understanding, Child domestic work definition and prevalence is having continues studies in different parts of the world by considering the dynamisms of the development levels.

Defining domestic work

According to Convention 189, adopted in 2011 by the 187 ILO member states, the ILO defines domestic work as work carried out in or for a household and being recruited by employer. Furthermore, the ILO clarifies the term, domestic worker, refers to any person engaged in domestic work within an employment relationship and does not include workers who perform domestic work intermittently or on a casual basis (ILO, 2013b). Hence, there should be employment relationship and needs to be with in household.

Added to these, the term domestic work covers a widespread range of activities and services that vary from country to country and can also differ depending on the age, gender, and migration status of the workers concerned, in addition to the cultural and economic context in which they work. As a result, when defining domestic work and the workers involved based on the tasks they perform, its measurement continues to be incomplete and difficult to measure from context to context. Therefore, Convention No. 189 is built on the common and distinctive characteristic that domestic workers are employed by, and provide services for, third party private households (Pflug, 2002; Thorsen, 2012; ILO, 2013b).

The major concerns in relation to domestic work in sense that domestic work is often considered to be something rather than employment (ILO, 2013b). Socio-cultural ideologies have the

thinking that have no clear position about the existence of an employer and employee relationship. For such and other additional factors, domestic workers are found to be as one of the least protected and groups that have small attention when it comes to the global workforce. When we consider, the evidences generated by the ILO member states in 2010 affirmed that legislation in a significant number of countries continues to wholly or partially exclude domestic workers from attention or provides comparatively lower levels of protection than other groups of workers. The availability of such difference in socio-cultural factors, and the significant legislative considerations, are demanded to be echoed for attention in the case of child labour and particularly when it comes to child domestic workers. This variation created further confusion because there are huge number child domestic workers who are regularly working for relatives (sometimes distant connections) or as many are orphans, and the relationship is often regarded or described as mostly family relationship instead of that of employment (ILO, 2013b).

Defining child labour

In connection to the above when we define child, the international law a child refers to persons being below the age of eighteen years. This law is also ratified by Ethiopia and this definition applies to the Ethiopia as well. However, the difference comes in many countries when we see the minimum age to work is 15 years old in Ethiopia. The experience of other countries like Pakistan allows some exceptions legalizing work at 14 years old and even as young as 12 years old for some specific sectors of work (EU Commission, 2013). Having this understanding as a basis, UNICEF also conducted its leverage to define child labor based on a large-scale survey, as the percentage of children aged 5 to 14 years of age involved in child labour activities at the time of the survey or cross-sectional data definition. The survey results further elaborated certain parameters on how a child is considered to be involved in child labour activities under the following circumstances

- children with 5 to 11 years of age that during the week before the survey have to perform at least one hour of economic activity or at least 28 hours of domestic work, and
- children with 12 to 14 years of age that during the week before the survey perform at least 14 hours of economic activity or at least 42 hours of economic activity and domestic work combined.

As per the definition from UNICEF based on the survey, child labourers are a group of working children who are either too young to work or are engaged in dangerous works; that is, activities that is potentially harmful to their physical, social, psychological, health or educational growth.

The ILO has further elaborated the child labor is that if the age of the child and the conditions of work comply with the requirements of international labour standards, this kind of work is referred to as, youth employment or young workers in domestic work, (ILO, 2013b).

The list of different international conventions that generally guides these concerns are mentioned below. They internally help to be used as a reference standards to be guided and comply with.

Below are the lists for further detailed reference

- The International Labour Organization (ILO) Convention No. 138 which conditions that the minimum age for admission and enrolment to employment and work
- The ILO Convention No. 182 dealing on the worst forms of child labour
- The United Nations Convention on the Rights of the Child which has a number of articles on it.

These international conventions conceptualize and design child labour and platform the basis for child labour legislation enacted and ratified by signatory countries (Dayioğlu, 2013; UNICEF, 2016).

2.2. Empirical Studies on Child domestic workers

An empirical literature review is undertaken to examine and understand past empirical studies to answer the research questions and to understand how the context of the subject underresearch prevails.

The engagement of children in domestic work is common phenomena across the globe despite the problem is prevalent in developing countries. Accordingly, various empirical studies were conducted in different parts of the world concerning child domestic workers issues. Some of the studies conducted in different part of the world with their empirical findings are presented as below

In the Globe: The findings of a six-country research of the psychosocial effects of child domestic work. By focusing on the research question, is domestic work a worst form of child labour or not? conducted by Gamlin, J., Camacho, A. Z., Ong, M., & Hesketh, T. (2015). Added to these other studies having the research questions with if domestic work a worst form of child labour or not? The findings in relation to a research conducted in a six-country research focusing on the psychosocial effects of child domestic work. *Children's Geographies*, 13(2), 212-225., the finding revealed that the working conditions cleaning is found to be main task for the majority of the child domestic workers interviewed. More than 90 of CDW in the Philippines, Costa Rica, Tanzania and Togo said their main task was to clean while in Peru a large proportion claimed their main task was caring for others like caring for children. Activities such as cooking and

helping with a small business were also common. The majority of child domestic workers in India, Togo and Tanzania worked long hours: from 10–12 h per day, six or seven days a week. A large proportion (91) of child domestic workers in India, and Togo (72) reported that they do not have any days off in the week. It is also common for child domestic workers to work all day without breaks, with the extreme being India, where 49 of child domestic workers reported that they do not have any free time at all in their working day. There were wide variations in payment among countries. In India, all child domestic workers reported being paid for their work, and in Tanzania 93 said they were paid, although in both cases there were frequently problems with payment issues like late payment or deductions for brokers' commissions or days off, payments given directly to a third person such as parents or primary care taker. In contrast to these it was found that 31 of the Philippine child domestic workers are unpaid, in Togo only 35 receive payment of any kind like monetary or 'gifts' and just 13 of Costa Rican child domestic workers are paid for the work that they do but 94 of them are working in their own home.

The research by Thorsen, D. (2012). Child domestic workers with evidence from west and central Africa has come with the finding that due to the varied nature of the relationship between child domestic workers and the person who recruited them to work, it is difficult to generalize about the implications of such work. Knowledge is also lacking about local norms that may protect children from a variety of risks in places of work, play and residence. As a consequence, policy recommendations emerging from research tend to use long working hours, sub-standard sleeping places and abuse as a measure of exploitation without exploring what the children themselves perceive as unacceptable and how they address such problems. The hazards should not be ignored but the failure to see children as social persons who navigate their circumstances as best they can, for example by calling on relatives, looking for work themselves or working to

pay school fees, prevents agencies from identifying the best ways to protect and support children and their families.

In accordance with the research by Aquino, A. F. D., Baysa, S. G. L., Ganipis, E. M. C., Paasch, V. S., & Vilorio, A. V. C. (2024). *The Lived Experiences of Live-in Domestic Workers*, the most common type of challenges encountered by domestic workers are emotional strain and demanding workloads. This is followed by Financial strain. A book entitled, “An Analysis of the Situation of Filipino Domestic Workers” by Sayres (2005) explains that domestic workers experience one or multiple challenges that they will have to face or have faced in their time working as domestic workers. From what was gathered from the interviewees the researchers can conclude that their most common challenges stem from personal reasons affecting them in ways that they have to result in several coping mechanisms to get through hard times. Because of this, it is important to keep in mind the importance of mental health especially in the field of domestic work as it shouldn't be taken for granted.

In the Ethiopian Context: In Ethiopian Context, due to the socio- economic backgrounds, cultural reasons and following the labour proclamation No 1156/2019 of Ethiopia allows Young Workers to be employed with the age of 15 to 18 in light workers that will not harm their physical and psychological conditions, the prevalence of Child domestic workers is true in different parts of the country. Hence, the review of some studies in relation to the subject under research is presented below.

A research conducted by Alemayehu (2016) for masters of thesis of Masters in Jimma University focusing on the reciting the agonies of child domestic workers in one woreda of Southern part of Ethiopia came up with findings the push factors for Child domestic workers are Death of parents, Poverty and divorce and while the pull factors are peer influence, inducement from siblings and

expectation of better life. Hence, the prevalence of the child domestic workers needs to be studied to support evidence-based interventions.

Another research conducted by Balcha, Y. T. (2018). Child domestic work in Ethiopia-The experiences of rural girls who migrate to take up jobs as domestic servants in Addis Ababa (Master's thesis, NTNU), came with findings that expectation and reality did not match for the girls. They faced Challenges like lack of freedom, lack of legal protection in the agreement on salary, long working hours in addition to work overload beyond the child's capacity, lack of enough food, and sexual assault. Through it all, there is resilience developed, future plan and hope mentioned, i.e. saving money, travelling to Middle East countries to be a domestic worker, opening a private small business. They have continued working because they are happy for being able to feel independence and provide their basic need.

A research conducted by Shoa, D. D. (2022) dealing with the research question, agonies of girl domestic workers who are migrated from rural areas to Addis Ababa, Ethiopia. *Cogent Social Sciences*, 8(1), 2147137, came with findings that rural girl recruitment is subtle enough to cope up with its informality. The research finds that children are not well consulted about the process of the domestic work. They are simply informed by their peers or traffickers that they would be better educated and get out of the traditional rural lifestyle when they moved to the city lie Addis Ababa. Sometimes parents cooperate by paying commission to traffickers and urging children to go with them by hoping that they would benefit from the salary of their children. Girls are told with false promises for inspiration while practical challenges they could face are hidden and unforeseen.

A research conducted by Biadegilegn, Elsa. "Conditions of work for adult female live-in paid domestic workers in Addis Ababa, Ethiopia." *Research and Perspectives on Development Practice* 14 (2011), come with findings that throughout their years of engagement, as live-in paid

domestic workers, the respondents never received any type of written or clearly specified job descriptions. Nevertheless, they reported a very strong tradition of using the term ‘general housework’ to refer to live-in paid domestic work. Hours of work normally include arrangements regarding key elements of contracts of employment such as normal hours of work, overtime work, payment for overtime work, night work, meal intervals, rest periods, and work on a Sunday and public holidays. In this regard, respondents reported three key issues. First, their contract of employment, which was usually oral, never included any type of agreements or negotiations regarding how many hours a day they were expected to work. Secondly, for them, hours of work meant only the amount of hours they spend on work; with no differentiation between normal hours of work and overtime work. Third, with their understanding of hours of work, respondents explained that their ‘hours of work’ were determined by the amount and type of housework required for each working day.

A research conducted by Gebre, K. M. (2012). Vulnerability, legal protection and work conditions of domestic workers in Addis Ababa (Doctoral dissertation, Master’s thesis), Erasmus University. Retrieved from: [https://thesis.eur.nl/pub/13194/Kidist 20Mulugeta 20Gebre_Kidist 20RP_1503. pdf](https://thesis.eur.nl/pub/13194/Kidist%20Mulugeta%20Gebre_Kidist%20RP_1503.pdf)).

Despite the culture of hiding, some of the participants of this research have disclosed experience of sexual abuse. Some of the reports in relation to, the experiences of sexual abuse reported by the domestic workers ranged from unwanted body contact to attempted for rapes. The main perpetrators for sexual abuse were male employers and male adolescent in the home. And, Physical abuse is also not uncommon against live-in domestic workers. Significant number of stories of physical abuse comes from the in-depth interview with domestic workers have come into picture. Findings of the research indicate that the most common forms of physical abuse are

slapping, being spat on, and being kicked by foot or having nearby objects thrown at them. The presumed causes for physical abuses as viewed by the workers included mistakes while on work, answering back to the instructions of employers, disagreements with family members, and sometimes even in the lack of any obvious reason, as a form of employers letting out their anger and frustrations from others.

As like the verbal abuse, the main perpetrators of physical abuses against domestic workers are reported to be women. This in fact emanates from the fact that the women (mainly house wife) are the one who usually give instruction to domestic workers. For instance, one of the domestic workers with more than seven years of working in different houses explained her situation in the current home:

A research conducted by Aboye, A. A., & Alambo, F. I. (2019) focusing on reciting the lived experiences of child domestic workers in selected towns of Gedeo Zone, Southern Ethiopia. Journal of Sociology, Dilla University and Hawassa University came with findings with the interviewed child domestic workers, they perform various tasks both inside and outside the home such as cooking, boiling coffee, mopping floor, washing clothes, cleaning the compound, doing the dishes, making beds, taking care of children, fetching water, washing legs and feet of their employers children, shopping from nearer shop, carrying vegetables and other food items from the market and sell goods in the market. Besides, as two of the participants described that they sell local foods/dishes in informal street-side restaurants in the evenings and hand over the money earned to their female employers.

According to ILO 2013 report, it is estimated that there are 17.2 million child domestic workers globally, most of whom are girls (International Labor Organization. Despite their large numbers, research related to this marginalized group is very limited, with most of the existing research

remaining at a small scale or subsumed in other topics, such as domestic workers generally. The lack of evidence related to child domestic work arguably limits awareness about Children in such circumstances and inhibits the design and implementation of context appropriate policy and program responses. The present research represents to examine the lived experience of child domestic work.

2.3 Theoretical Perspectives

Theoretical perspectives on child domestic work examine the issue through lenses of poverty, exploitation, and power dynamics, highlighting how these factors contribute to the prevalence of child labor and the vulnerabilities faced by child domestic workers.

There are a number of theories that explain the link between social work and child domestic work. These theories help understand the why or causes, consequences, and potential interventions for children engaged in domestic labor. Below are some key theoretical perspectives considered to

Child rights theory (Eglantyne Jebb, 1919): This theory views child domestic work as a violation of children's rights, emphasizing protection from exploitation, abuse, and hazardous labor.

Social work, in this context, advocates for child protection laws, social services, and policy interventions to safeguard children's well-being.

Social workers provide psychosocial support, trauma counseling, and family reunification programs. The social work Intervention: Psychosocial support, self-esteem-building programs, and mentorship can help children develop a healthier self-concept.

Social Work Intervention: Providing basic needs, safe shelters, legal protection, and access to education can help these children move up the hierarchy toward self-fulfillment.

In summary, each of these theories provides insights into child domestic work and guides social work interventions aimed at prevention, protection, and rehabilitation. Moreover, the developmental theories highlight the negative effects of child domestic work on cognitive, emotional, and social development. Social work interventions should focus on protection, education, psychosocial support, and advocacy to ensure child domestic workers have the opportunity for healthy development.

2.4 Methodological review

A methodological review of similar researches has been conducted by focusing on the methods used in researches, rather than the research outcomes themselves, aiming to improve research practice and inform debate by evaluating and synthesizing methodologies.

The strength and weakness are as stipulated below

Strengths

Complete analysis: The child labor trends, causes and interventions are we comprehensively analyzed to show case the intensity of the situation in multiple studies. This methodological review will give opportunity to have in depth understanding about the subject under research.

Create understanding any research Gaps: The review of the methodology has given opportunity if there are issues that are not well explored in relation to factors contributing for the incidence, disparities in relation to localities or if there are scenarios that lead to the need for longitudinal research.

Comparison of approaches: The review widely helped to have understanding if there are further requirement to highlight the need to document for better practices, if there are limitations and directing the future research to look for more better areas when it comes to approaches.

The relevance in relation to Policy: The methodological reviews coming from different studies will support policy developers and other stakeholders to formulate evidence based policies based on the recommendations and pave the way for effective interventions regarding child labour.

The use of mixed methods: The review of the methodologies proven in multiple studies the use of both qualitative and quantitative studies and this leads to the comprehensive understanding of child labor in different contexts. Contemporary research philosophical position associates mixed research as pragmatic. Hence the use of the method gave better opportunity to make the researches more holistic.

The consideration for Ethics: Ethical consideration is at the heart of researches, by considering the evaluation of ethical application in different studies, the review of the methodologies can create benchmarks for value based, responsible, accountable and principles child sensitive research practices.

The issues of cross sectors: The insights generated for Child labor research methodological review mostly integrates insights from different social, economic and cultural sectors like

Education, Health, economic labour markets, Child rights and other important sectors to create a chance of multi-dimensional assessment and analysis of child labor.

The strengthening of data validity: the review of method lies assess the data quality assurance parameters such as reliability of the data source, the methodologies applied for the survey, the sampling design and methods, the use of more comprehensive and rigorous and standard based research methods.

Stressing the effectiveness of interventions: By the analysis of previous interventions and their outcomes , the review could contribute to rechecking the adopting strategies that witness the successfulness in the reduction of child labour.

Considerations of international comparisons: Some reviews compare the application of child labour across different nations & regions that helps global organizations to understand the practices and share best practices among the international organizations. The facilitation of global learning paved the way to have understanding in different contexts.

Weakness or areas that need to improve

Limitation in having standard definitions: It has been observed that different studies are giving the definitions and categorization for child labor in a varied way, this mostly have difficulties in comparison and synthesis.

Limited sources for data: Many studies are being conducted by considering secondary data sources or surveys being undertaken at small-scale level, this have a difficulty to accurately capture and understand the insight on the full extent of child labor, most importantly engagement of child labor on informal sectors.

Showing biased in sampling: It has been observed that some studies particularly focus on urban areas or particular industries, without having the inclusion rural context, hidden, or seasonal forms of child labor.

Depending on self-reported data: The target research groups, children, parents' families may under report or misinterpret the reality due to fear of legal consequences, stigmatization and lack of awareness,

Insufficient longitudinal analysis: Many studies are focusing only cross-sectional analysis rather than taking in to account the tracking long-term learnings, outcomes and impacts.

The involvement of the private sector is limited: Many researches mostly lacks insights and views from employers, companies, or economic stakeholders who are impacting child labor dynamics.

Limited gender and age data disaggregation: Most researches studies are not preparing and separate experiences and learnings from boys and girls or different age groups, this absence of disaggregation make incomplete in considering important factors.

The linkage and networking between policy and intervention is weak: Some of the statues mostly focuses solely on description and central tendency without preparing practical recommendations or exploring the effective implementations of interventions.

Low lights related with ethics and practice: The issue of failing to comprehensively follow ethical considerations the meaningful and direct participations of working with children, this further make it difficult to collect first-hand information and views.

Not addressing root causes and focusing on symptoms: A number of studies are focusing on symptoms and do not conduct in depth analysis of the root causes to pinpoint the structural challenges such as poverty, context, education gaps, access to income and labor market dynamics.

2.5. Literature Gaps

Despite the availability of a number of studies on Child Domestic Workers (CDWs) with different focus areas in Ethiopia, significant gaps remain in understanding their experiences, particularly in Addis Ababa. Below are key areas where researches are still have gaps:

The nature of Child domestic work is not visible it is hidden: The data in relation to Child domestic worker is quite limited as the inventory is difficult due to the hidden nature of the work in private households and dynamic in nature it needs to be regularly updated in Addis Ababa. Mandated government organization as not observed to take a lead and document the exact number of children engaged in domestic work employment. The few studies observed tried to explore the conditions and experiences within households, including abuse, education, exploitation, and employer-worker relationships.

The psychological and emotional impact is not well fused on: Studies primarily are seen to on physical conditions, wages and access to other sectors, but basically do not have observed in-depth analysis of the physiological and emotional outcomes such as trauma, stress crisis, depressions and other mental situations. There is only little exploration of social separation and the impact it has on child domestic workers.

The empowerment and resiliency of Child Domestic workers: As it can be observed and most studies mention and conclude that CDWs as victims, but few explores how they manage their

challenges, maintain resilience, or look for a better opportunity. There are limited studies on how the CDWs manage and cope with their working conditions or resist exploitation.

The issue of educational outcome and future opportunities: Most of the researches came about the issues and prevalence of rate of school dropout but insufficiently examines how CDWs observe education and if they aspire to return back to school.

As education has big impact on their career, there are scarcity of long-term studies if the CDWs transform into better jobs or remain to stay in the low-income work.

The impact for migration and trafficking: Most of the CDWs in Addis Ababa have migrated from rural areas and different parts of the country, but the exploration of their migration and recruitment processes are studied as limited.

The impact and inter relation of internal migration, trafficking networks, and child domestic worker is not sufficiently documented and the knowledge generation for this areas is limited.

The effective practices legal systems and policies: Ethiopia has legal packages in relation to child labor, but there is no well-articulated evidences on how effective are the available laws are materialized for CDWs practices.

Hence, in depth research is required if the CDWs are aware of their rights & entitlements and how reachable are child protection services and actively functioning with in Addis Ababa.

2.6. Conceptual Framework

The conceptual framework for the research on child domestic workers have considered to capture the different definitions of the key terms, the root causes, the vulnerability of the children, understanding the nature of the job, and the wider socio-economic context,

incorporating the factors such as poverty, exploitation, and lack of access to education and other opportunities.

Below is mentioned the more detailed description of the major components:

The vulnerability of the Children: With the consideration of children development status and age conditions and understanding the children physical growth status, cognitive and thinking ability and development in relation to their emotions all are under developmental and incremental scenario, these things make children predominantly susceptible for different exploitations and abuses.

Not having the required empowerment skill and lacks agency to demand their right: The CDWs are not well empowered to demand their right and protect their autonomy due to lack of awareness, they are susceptible and exposed for different forms of coercion.

The negative outcome on their psychology and emotions: The exposures for different forms of exploitation, abuses and mistreatment have a negative impact the health of their mental, self-esteem, and the overall well-being.

Nature of Domestic Work:

The types of jobs: Take in to account the ranges of the tasks they are working on or responsible for, among which includes cleaning, food preparation, childcare, and other household duties, and research and understand their potential hazards and risks.

The Working situations: Explore the working ecosystem, including working hours, wages or payment issues, lodging, and the availability risk factors like violence or abuse.

Working Communications: Examine and understand the prevalent relationship between child domestic workers and their employers, including the imbalance of power, communication scenarios, and potential risks for exploitation or abuse.

Socio-Economic Context:

Poverty and inequality: Important to understand and recognize the root cause or push factor for CWDs involvement on domestic work is often connected to the low income of family, social inequalities like not having access for education and kind of means survival for some families.

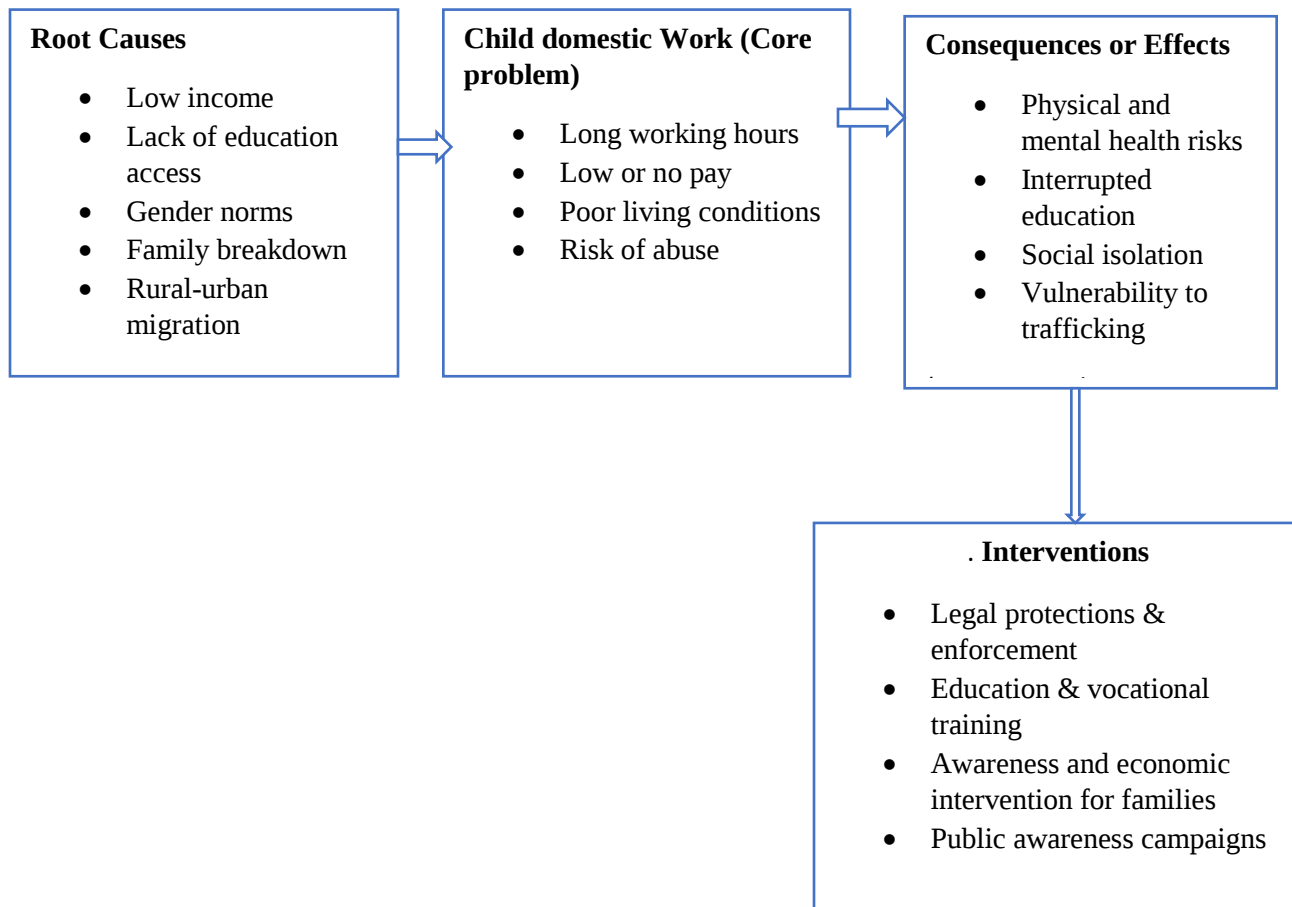
Access Education and Opportunities: The Socio – economic context of the CDWS is related with not having access for education and opportunities, investigating the impact of education on them and other opportunities can escalate the poverty cycle and additional disadvantages.

Imbedded social norms and practices: It is so important to consider and examine how the cultural norms and practices can leverage the prevalence of Child domestic work and yet can contribute to or influence endeavors to protect children

Legal and Policy Frameworks: Explore the laws, proclamations and policy frameworks available to protect child domestic works and research the effectiveness of these legal initiatives in protecting exploitation and abuses. This would help to enforce the rules of the land for child protection and realization of their rights.

The conceptual framework for this research is designed to explore the lived experiences of child domestic workers, considering their working conditions, social and physiological well-being, and the other issues impacting their experiences. The framework mixes views from sociological, psychological, and child rights-based theories, helping to understand the susceptibilities and coping mechanisms of child domestic workers.

Conceptual framework of Child Domestic Worker- summary



2.7 Conclusion

The literature on child domestic workers emphasizes the multifaced and mostly exploitative situations they are encountering. Studies disclose that child domestic labor is a prevalent concern, mainly in developing countries like Ethiopia, where poverty, lack of education, and social norms push children into household domestic employment systems. Though some children might experience positive treatment, many of them are suffering from long working hours, low or no wages, physical and emotional abuse, and limited access to education and social relations.

Gender inequalities are clear, with girls mainly involved in domestic work, often having most risks of exploitation and harassment. The literature review also underlines the hidden nature of

child domestic labor, making regulation, data management and intervention so difficult. Weak legal protections and practices, lack of implementation, and community insights that domestic work is not normal further exacerbate the vulnerability of child domestic workers.

Despite these difficulties, some studies describe initiatives to intervene child domestic labor through legal reforms, educational programs, and advocacy & influencing campaigns. However, there are limitations in ensuring effective implementation, monitoring, evaluation and sustainable interventions for affected children.

In general, the literature underscores the comprehensive need for effective legal protections, community awareness, and economic alternatives for families to mitigate child domestic labor. Future research should focus on deeper qualitative insights into children's lived experiences, intervention effectiveness, and ways to strengthen child protection mechanisms.

CHAPTER THREE: RESEARCH METHOD

3.1 Research Design

To empirically inform the research questions, qualitative data sources were utilized throughout the data collection process. This is chosen because to explore the experience of the subject under research is so important to deep dive in to interview the person who has experience instead of other stakeholders.

When conducting a lived experience research on child domestic workers, the research philosophy aligns with phenomenology because it focuses on understanding how individuals experience and understand their scenario. Below is a breakdown of the research philosophy:

Why Phenomenology? Phenomenological research is an approach that focuses on exploring and understanding the lived experiences of individuals. Creswell W. and Creswell D. (2018) It is a qualitative strategy in which the researcher identifies the essence of human experiences about a phenomenon as described by participants in a research. Phenomenological research design is a qualitative research method that explores how people experience a phenomenon. This approach helps to explore that Child Domestic Workers to share their lived experiences. Focuses on their day-to-day exposures, resilience, and coping mechanisms rather than analysis of statistics or policies.

Research Type: The research adopted a cross sectional qualitative method. This research is based on an existential phenomenology method gives an opportunity to explore the live experience and provided an understanding on the subject under research.

3.2 Research Area

Geographical Scope:

The research focuses specifically on Woreda 1 within Kolfe Keraniyo Subcity in Addis Ababa, Ethiopia. Given the limited resource, to utilize the existing partnership established with stakeholders during the field work practice as social worker and data collection from CDWs is difficult unless I used the partnership as entry point, I decided to keep the geographic area in the mentioned location. It is believed that the experience research brought from this area is informative to other parts of the City as unit of analysis are employed at house hold level which have similar characteristics in terms of context, Socio- economic characteristics and urban level cultural scenarios.

3.2 Sampling Techniques

The sampling technique followed for the research is non-probability method. That is after purposefully selecting the research area with the above-mentioned method. The inclusion criterion for the research is all households having recruited children under 18 years of age. From the sampling framework about 10 participants were selected randomly for interview. The sample size is decided with the consideration of data saturation for the qualitative research. Then the sampled respondents were interviewed by visiting home to home through the indispensable facilitation of community volunteers which I had established partnership during my field work.

Rationale for Selection:

The selection of Woreda 1 as the research area is based on its strategic location and relevance to the research objectives. Moreover, I have worked the MSW field work practice in this area and this opportunity helped me to create partnership for the conducive environment for the entry of the data collection. Additionally, Woreda 1 is situated around the or bus station, which serves as a major transportation hub and entry point for travelers coming from the South West and Southern regions of Ethiopia. It has been observed that recruiters or brokers are utilizing the transport station as entry point to facilitate the employment of CDWs. Given the vulnerable situation of these domestic workers due to their age factor, being female and hidden situation of their working condition, it can be assumed that they are susceptible for any form of exploitation, protection and safeguarding issues. Moreover, as the employment is made at household level, ensuring the right protection policy for the employees is difficult as the accountability mechanism of the employers is not set in the labour policy. This makes it a concern area for understanding the lived experiences of child domestic labor within the context the country or

urban areas like Addis Ababa. By focusing on this area, the research aims to provide insights about the experiences of CWDs as well as inform targeted interventions to address the issue

3.4 Method of Data Collection

The data collection method used house to house survey through the valued facilitation of community volunteers and using the opportunity of the already established previous partnership. The employers have given a consent during the spare time of the workers following the pre-negotiation made before the data collection time. Assent is also taken from the workers by clearly making the necessary understanding about the research and the participation is made only through volunteerism and the data collected for the research is kept confidential, used for the purpose of the research only and will not have any harm for them. The ethical consideration and values of Social work have been comprehensively followed during data collection, A total of 10 child domestic workers were selected using purposive sampling, The selection criteria included Children currently engaged in domestic work and those willing to share their experiences voluntarily. The interview was conducted in a safe and confidential setting to ensure the comfort and security of the respondents. The research employed a combination of document review to gather relevant evidence and primary data collection through key informant interviews with purposively selected respondents. These strategies ensured a comprehensive exploration of the subject, capturing both policy-level insights and first-hand experiences.

Document Review

To ensure a comprehensive understanding of the lived experiences of child domestic workers, a thorough review of relevant documents was conducted. This included ILO studies, similar researches, policy documents, reports from international NGOs with similar experiences, social work-related project reports, child protection case management reports, programmatic strategic

plans, child protection standard operating protocols, and ethical guidelines governing child-focused services and policies used by various organizations. These documents provided valuable insights into existing frameworks, best practices, and gaps in addressing child domestic labor.

3.5 Data Quality assurance

High quality data is essential for, Accountability: as the research is used for follow up actions as per the recommendations and conclusions, it must represent what have been done accurately. Decision-making: with higher quality of data, users can feel more confident to make evidence-based decisions Quality of work: using high quality data for decision making, stakeholders have the opportunity to improve the quality and impact of the intervention as a result of the research. Learning: gathering high quality data allows to reflect on what works well and why, and help stakeholders to learn over time and leverage from learnings.

The common criteria for data quality assurance are mentioned as validity, reliability, integrity, precision, timeliness, completeness and confidentiality. At most care have been taken to comply to the DQA criteria and process.

With this requirement and standard, I have carefully followed the research protocol from inception to the end of the data management process. The data from the respondents were carefully collected to show case the live experience of the respondent by adhering to the principles and directly recording on the data collection tools. Following the sampling procedures, the interview process was conducted in safe and appropriate space for the interview process to keep the confidentiality of the respondent. All the essential quality assurance supervisions were made as the data have been collected by the researcher with no engagement of other enumerator.

All the collected raw data from the respondent is kept safely with me and disposed systematically after the research is completed by passing the essential process. Hence, DQA is as the hear of data management at any time to ensure the compliance.

3.6 Method of data analysis

The method of analysis was considered from the outset while designing the research. Because, the method of analysis are mostly determined by the research method. With that considerations thematic analysis is selected for the research among enormous analysis methods for qualitative be it is digital technology or manual.

The data collected was translated and transcribed into English. It was carefully kept in my personal computer to ensure the confidentiality of the raw data and no one will access the data except me. To further ensure the non-traceability of the respondents Pseudonyms were used for analysis in the document. Moreover, the raw data is kept by using unique code of respondents and not by names as a soft copy. The names of the respondents is found on hard copy which will be disposed systematically after the research process is completed. Afterwards, the data was coded and grouped into categories and was reviewed as the analysis continues. I listened to the voice records again and again while transcribing the data in to the data collection instrument. Then, the data collected from research participants was analyzed by coding and categorizing data, identifying themes, and interpreting meanings from the data. The data analysis involved thematic analysis by identifying patterns, trends or themes within the data collected from interviews.

After transcribing the recorded responses into the data collection tools and organizing the data systematically, thematic analysis is employed to identify recurring patterns and key themes within the responses. This process involves coding the data, grouping similar ideas, and extracting meaningful insights that reflect the experiences and perspectives of the respondents.

3.7 Limitations of the research

The research is limited in one setting and a specific topic the lived experiences of the child domestic workers. It does not include experiences of parents or primary care takers. Because these respondents come from different parts of the country. Hence, the research could not further explore the dynamics why the children engaged in domestic work though generally assumed to be poverty.

The research has limitation for the further versification of Age and is only dependent on the respondent's response.

Hence, I recommend future studies to focus in these areas and complement to respond to additional question that could be arisen.

3.1 Ethical Consideration

Esthetical consideration is considered for the research. Regarding the participants, informed consent from the participants was obtained and the participants of the research was informed about purpose of the research, how their data will be used, potential risks and benefits of participating in the research and was included voluntarily knowing their right to withdraw or discontinue their participation. Participants was assured about privacy of their personal information and their names was changed or coded to keep the participants anonymity. To keep the confidentiality, the researcher was only had access to the data from the participants and all the data obtained was stored securely with in a locked file cabinet at home, the digital files and voice records was also password protected. After the completion of the research, all the information will be systematically disposed.

Through the process of the research researcher strictly adhered to the ethical standards stipulated in the NASW. The respondent's data was kept confidential and was used only to analyse and used for the report without personally identifiable information. All the collected raw data were permanently deleted once the anticipated analysis is finalized. All the consent procedures were in place for the data during interview with key informants.

Informed consent and assent

Prior to participation, informed consent has been obtained from the individuals and assent is taken from the employers with the facilitation of partner community volunteer working to follow the Children situation. This process carried clearly articulate the research's purpose, procedures, potential risks, and benefits. Participation is voluntary, and participants have the right to withdraw at any stage without facing any negative consequences. Personal information collected during the research, including names and addresses, is kept confidential. Participants have been assigned unique codes and pseudonyms in the recruitment database to replace personal identifiers during data analysis.

Respect for Participants:

The researcher approached the research with cultural sensitivity, respecting local norms and values. Moreover, child friendly approach were utilized to keep the respondents at ease during the interview. Bottled water were delivered for the participants during the interview to ensure refreshment. However, any form of payment were not done for the respondents apparat refreshment units mentioned

Child Protection and Safeguarding: The researcher have taken special care to the safeguarding of research participants. To make sure the respondents are safe and are not exposed to any form

of safeguarding concerns. For this the interview is conducted in a safe place that was observed by community volunteers from remote and negotiations were premade with the employers.

Research findings will be shared transparently for the thesis, contributing to the broader knowledge base and trigger future required policies in relation to domestic workers wellbeing interventions.

These ethical considerations are designed to maintain the well-being, rights, and dignity of all participants involved in the research on the experiences of child domestic workers in Woreda 1 of Kolfe Keraniyo Subcity, Addis Ababa.

CHAPTER FOUR: FINDINGS OF THE RESEARCH

4.1 Background of the Research Population

As per the scope of the research the research focused to explore the experiences of child domestic workers by selecting the respondents based on the inclusion criteria for the sample is to be a child is any person under the age of 18.as per the definition of UNCRC. Accordigly, all participants in the research were female, aged between 10 and 17 years. Their birthplaces are from different regions of Ethiopia, including Gojam, Jimma, North Shewa, Wolayita, Wello, and

Sidama. From this it can be seen that the child Domestic workers is diversified and did not come from same location. As per the responses of the respondents, the majority of participants were coming through brokers or family connections, showing the common pathways into child domestic work.

Below tables show the distribution the age and location distributions

Table 1 The age distribution of the KII participants

Age	# of respondents
10	1
12	1
13	1
16	4
17	3
Total	10

As we can see from the above table majority of the responds are about age 16 and 17. But this has been further probed and the responds of this age category replied that, they had experience working in different households and started the working process at about 11 to 12 years.

Though the labour law of the country It is prohibited to employ a person less than 15 years of age, it has been observed Children employed below the age of 15. It can be concluded that the application of the labour policy is nor properly monitored when it comes to the Child domestic workers. Because employment agreement are not undertaken and submitted to pertinent bodies for compliance against the rule of the land. This recruitment of Children below age of 15 can be

a concern with a number of developmental concerns for example the attachment theory, Developmental Perspective, the conflict theory, Human right theory.

It further comprises the UNCRC charters though the country ratified the Charter. Furthermore, different stakeholders have to have a concern on this issues based on the mandates of their constitution. Among, these organizations are Ministry of Women, Children and Social Affairs and Ministry of labour and skill at federal and the City administration levels should play their role to stop the child domestic labour below the policy level or Age 15. Below is the case story

DA, who is 12 years of age and came from Wolayita Zone, was became employed and however brought to by a Broker with a false promise of her family that she will be learning in Addis Ababa. With this scenario she got employed and she is working on all household role such as caring children, washing clothes, cleaning house, washing utensils and others. For this responsibility she wakes up early at 6:00 am and sleeps at 9 pm (almost working for 15 hours). She has got Malaria and some times she becomes sick due to work load and stress. She is a first-grade student and goes to school only two days per week Regarding the payment she was not getting payment but Local NGO intervened on the issue and negotiated and commenced to save 200 Birr per month.

The EFDRE labor proclamation Number 1156/2019, prohibits to hire a young worker below age of 15 and it is prohibited to assign young workers on work, which on account of its nature or due to the condition in which it is carried out endangers their lives or health. However, from the above case it is to be seen that despite the breach of proclamation. Moreover, It can be observed she is being exploited by heavy work load and long working hours. This will affect her physical and have physiological stress at the same time.

4.2 Reasons for their engagement in domestic work

From the KII with the respondent's majority the respondent came to be domestic worker with different pull and push factors. The pull factors are domestic worker due to pull and push factors. Some of the pull factors are death of parents, Poverty or low or no income of parents or the primary care takers and divorce of family and while the push factors are peer influence, inducement from siblings and expectation of better life. Some details related to them are presented below.

Recruitment Through Brokers & False Promises: Many were brought to Addis Ababa by brokers who misled their families, promising that they would receive an education in Addis Ababa. However, instead of going to school, they were placed in domestic work. Some started working as domestic workers as early as 10 or 12 years old. They have been employed in multiple households, with some working in the same house for several years.

Family Connections to Employers: In some cases, the employers had a relationship with the worker's family, which influenced their placement.

Lack of Family Awareness: Some families believe their children are receiving an education, unaware that they are actually working as domestic workers.

Given all these contexts most of them have limited connections to their immediate family, making them more vulnerable to exploitation.

4.3 Terms of Employment

The EFDRE labor proclamation Number 1156/2019 states that a contract of employment shall be deemed formed where a natural person agrees directly or indirectly to perform work for and under the authority of an employer for a definite or indefinite period or piece of work in

consideration for wage. However, From the KII it has been observed that all the CDWs has no signed contract with employers. The proclamation also clearly indicates that, a contract of employment shall specify the type of employment and place of work, the rate of wages, method of calculation thereof, manner and interval of payment and duration of the contract.

However, as there are no written contacts between the employer and CDWs, the CWDs responded that they are being exposed to exploitation by working long hours and unable to secure their wages timely.

4.4 The Living and Working Condition of Child Domestic Workers

The respondents responded that some are not communicating with their parents or primary care takers. Some are staying with relatives (aunts, uncles, or cousins) while still working. Some families know their child is working as a domestic worker. Others were misled into believing their child was going to Addis Ababa for education, while in reality, they were employed in domestic work.

Hence, the living and working conditions of the CWDs are not well monitored if they are exposed to potential risks.

MW age 12 came from North Shewa Zone. She has worked for about two years in the same house. She was brought by a broker who cheated her parents promising she will be having her education In Addis Ababa. But She is working for about 16 hours with out significant break. She found that it is hard her to manage the workload. sometimes she is feeling ill but not getting medical support. She is in grade one but attending school only two days per week. With regards to the payment she does not get any payment so far. Moreover, the employer beats her some times and she is feeling that she is living in a challenge which she can not able to manage.

From the above scenario, the lived experience of the CDWs has get employed below the allowed age of the law, she is not properly having the right of education and health care and not able to manage her income. Hence, there should be an intervention or designed strategy from government stakeholders or development partners to monitor their living and working conditions and ensure the wellbeing of the CDWs.

As the living condition exploration, the research asked if the CWDs are getting food timely on daily meal basis, most responded they are getting food timely but not sufficient quantity and quality of nutritious food. This will be one of the concerns for monitoring agenda to understand the living conditions of the CWDs.

4.5 Family Awareness & Misinformation

From the interview conducted most interviews responded that there is a considerable lack of parents or primary care takers awareness that was also exacerbated by misinformation of by brokers though the poverty level urged the parents to decide to engage their children in domestic worker. It is demanded to conduct a regular ad continued awareness raising of the family in different parts of the country to protect children enrolled on domestic works.

The rural urban Child migration in different forms need to be minimized through the awareness raising campaigns, sessions and advocacy initiatives to bring the necessary knowledge, attitude and practice in parents and primary care takers.

4.6 Number of Working hours and major responsibilities

The daily routine tasks responded by most are washing utensils, washing clothes, food preparation, baking Injera, caring of child, coffee preparation, cleaning house and Washing Mat. But the number hours they worked on these household chores are long. They responded working

between 13 hours to 19 hours each day (average 15.5 hours) with minimal break time and describing the work load is heavy and could not able to manage. Moreover, most KII interviews reported that the break time for the day is minimal. Below table depicts the working hours reported by the interviews.

Table 2 Number of working hours Child domestic workers per day

# of hours	# of respondents
13 hours	1
14 hours	1
15 hours	3
16 hours	4
19 hours	1
Total	10

From the above data, the majority of the Child Domestic workers (40%) work for 16 hours with only minimal break time.

The EFDRE labor proclamation Number 1156/2019 depicts that in this proclamation, “normal hours of work” means the time during which a worker actually performs work or avails himself for work in accordance with law, collective agreement or work rules. And / Normal hours of work shall not exceed 8 hours a day or 48 hours a week. However, the data collected from the interview participants is up to double of the normal hours of work per day and per week. This is also a concern to be taken in to account and intervened on protect the right of the adolescents as per the law of the country.

4.7 Wages and Compensation

When we consider the wages of the interviewees, most replied no payment (7 of them) and only two responded that they are getting payment and managing the income and one response replies an initial expectation of payment. As many child domestic workers receive low wages, delayed payments, or no wages at all, financial dependency on employers often leads to vulnerability and exploitation.

The EFDRE labor proclamation Number 1156/2019 declares that a contract of employment shall specify the type of employment and place of work, the rate of wages, method of calculation thereof, manner and interval of payment and duration of the contract. Despite the law it has been seen from the interview wage are not being paid for most of the interviewees. In addition, the main reason of the Children for engagement as domestic worker is income generation by wage due to the socio -economic backgrounds of them. However, it is being observed that they are failing to meet the objectives of their employment. Hence, the core and foundational aspect of monitoring result by concerned stakeholders need to make sure that wages are being paid timely as per the agreement even if it is verbal.

4.8 Education access

As education of children is their human right and one of the perceived advantage of their migration from rural to urban was education, from the interview most of them are currently attending formal night school during except one respondent. However, most responded that their attendance in school is from two to three days with plenty of absenteeism due to workload and employer's refusal to send them all the school days. As absenteeism is one of the challenges for educational success, this matter needs to be acted up on and tackled during the well being

monitoring of the children by pertinent bodies. In affirming the finding below is the story of one of the KII participant

AK, who is 17 and pursuing her Education in grade 4 and living with her Aunt. She is working for about 15 hours per day. She has no time for research and discouraged for education as well. Her Aunt brought her to Addis Ababa by promising to teach her. She mentioned that her partners know that I am only learning. However, she is working long hours a day with out any payment so far. While disputes is happening, she is beaten by her employer family. She feels that the workload is not manageable to her as she is working all household responsibilities.

As per the interview conducted with the research targets, it is found that most employers are discouraging their education and not supporting them. Moreover, from the interview result education scholastic materials shortage is the biggest barrier for the success of their education. Added to this is that the respondents have mentioned that they do get get time to research the subjects due to lack of time by work load.

When we consider all the above challenges the access for education of the CDWs is under many challenges which will negatively impact their success rate or effectiveness in their education. Transition rate of education is purely is one of the criteria for education with the fulfilment of prerequisite for education quality. Hence, on the top of having challenged access for education the quality of the education for these children is not being met given the reported responses from the research group. Hence, concerned bodies need to intervene on the access and quality of education for the CDWs. Otherwise, they will stay in poverty vicious circle as they are not potentially getting success in their education opportunities.

4.9 The Interaction of Child Domestic Workers, Employers

Regarding the interaction of the CDWs with their employers, the interview participants responded that majority of the respondents replied that they are having physical Abuse (Several reports being beaten by their employers), verbal abuse (some experience insults, shouting, or mistreatment), mixed Treatment (some receive both quarrels and short-term forgiveness and one respondent replied that she is receiving, supportive treatment (receiving advice or good treatment)).

Based on the above-mentioned findings it can be concluded that the emotional well being of the CWDs are being compromised through such illegal acts against the CWDs. In affirming the finding below is the story of one of the KII participant

TB , Age 13, came from Wolayita Zone. She was engaged in domestic work because the broker cheated her parents that she will be pursuing her education in Addis while working. She is working for about 15 hours per day all household chores such Washing utensils, washing clothes, Food preparation, Caring of child, Coffee preparation and Cleaning house. She found that these activities are hard to manage. She was sick and did not get any medical support. She is not getting her payment. She is grade 1 student but only goes to school two days per week. Despite these challenges the employer is beating her during disputes. She want to reunify to her parents back. However, she does not get such opportunity.

Affecting the emotional wellbeing of the children will have a multiplier negative effect by creating stress affecting their health, education and will be changed in to crisis.

Hence, this challenge needs to be taken seriously by relevant stakeholders who are working on the rights of children and intervened by designing different context based interventions such as awareness creation of the employers, ensuring transparency and accountability of the employers and further works to prepare advocacy and influencing strategies to ultimately formulate protection and safeguarding policies from such abuses.

4.10 Health care and access experience

When the interview was conducted to explore the health care experience of the targeted research groups, some responded that they are receiving medical treatment through clinics by the facilitation of the employers, some get medical support through health insurance of the employers, some have responded they are getting health issues like kidneys infection due to Work load, one respondent had malaria, a few stated they were sick but did not receive medical care and some reported no health problems so far. In affirming the finding below is the story of one of the KII participant

NI, Age 17, who came from Gojam, is living with her cousin. She mentioned that so far she has worker in four different houses. She started the domestic work while she was 10 years old. As she does not have father and she was urged to engaged in domestic work. She is waking up at 3:00 am and sleeps at 10 Pm. She is working for 19 hours. She has kidney problem this time and she was sick and styed two months in following hot spring 'Tsebel'. During the night she is washing closes until 9:00 pm. Still she is getting headaches. She has not got education opportunity yet. But local NGO facilitated to get training on hair dressing. She is consulting her cousin while getting challenges. She has a dream to do her own business if she got the opportunity.

From the above assessment data from the respondent's health issue is the critical attention to save the life of the children and on the other hand to mitigate the potential health crisis of the Domestic workers.

From the research content of the Social Work in Health Care course in Social Work health issue is not only bio-medical model but also the social model refers to a perspective on health that emphasizes a wider social and cultural, and more inclusive approach in understanding health.

Hence, the exploitative living condition in which the children will potentially be exacerbates the deterioration of the health conditions of CWDs.

Therefore, based on the finding the research will emphasize to closely monitor the health conditions and medication of CWDs by concerned stakeholders and Child right organizations, individuals or institutions promoting children rights.

4.11 Challenges and coping mechanisms

Experienced challenges and coping mechanisms asked to the KII participants and the majority of the respondents replied that biggest challenge is the heavy workload they have experienced, struggle with excessive work, including long hours and physically demanding tasks. Some mentioned the illness including infections, recurrent headaches and malaria (one person), some reported no difficulties or do not remember any, at least one replied psychological tension or psychological distress due to workload and absence of communication with parents. In affirming the finding below is the story of one of the KII participant

FD who is 16 and came from Wello and employed as domestic worker while she was 12. So far she has been employed in two houses. She has communications with her parents regularly. My employer facilitated to be registered in health insurance and she is getting medical treatment in HC when she is sick. She is

pursuing her education and she is in grade 6. She wakes at 6:00 and sleeps at 10:00 pm. She is working for about 16 hours. Her employer encourages her for education and she mentioned that no body has mistreated her in the current home. However, as her former house domestic work was challenging, she left that house and started her business of preparing fried potatoes 'chips'. As the rent for the household is soaring she could not continue with the business and she employed back as domestic worker.

The KII discussants mentioned that, the coping mechanisms in relation to the above-mentioned challenges are not within their scope. They preferred to leave with the challenges as they have no alternative. As they are children they have no ability to critically think and take coping mechanisms.

They mentioned that sometimes they consult friends at school to get solutions for the challenges. They mentioned that, these efforts have actually supported them to share ideas and relief by consultations.

4.12 The advantages and disadvantages

It is assumed that the engagement of the children in domestic work is to seek for an advantage which is better than their living conditions with parents or primary care takers. As per the research conducted by UNICEF, the Causes of Child Labour are Poverty and socioeconomic status of households, Adverse health and economic shocks, Credit constraints, Cultural considerations where children are considered an income-earning asset or old-age security asset and Orphan hood, violence and displacement/Migration.

The KII discussants have been asked to mention if they perceive the advantages of the employment. Most of them have replied they do not get advantage, some responded education as a limited benefit.

Given all the above root causes stipulated by the research of UNCEF, the children have not alternative except the engagement in domestic work. The reason for having such question is that the research wants to further explore the advantages in case they have got.

As the children have no alternative to excepted enrollment in domestic work, their experience needs to be monitored by pertinent bodies to ensure their wellbeing and facilitate basic needs like education and health care.

4.13 Aspirations for the future

Majority of the KII discussants have mentioned for education and future career aspirations. One responded her own entrepreneurship but face financial barrier.

From the above finding as stakeholders monitor their wellbeing at their work places, life skill trainings, networking and linkages need to be facilitated for the CDWs to widen their opportunity of self-employment or waged employment in organizations or private companies.

4.14 Legal and Policy Gaps

The research found that domestic workers in the research area are subjected to Child rights violations, exploitation and abuse such as lack of clear contract and inapplicability of contracts, long hours of work and overload, verbal & physical harassment, poor payment. However, it is fair to argue these have emanated from the result of lack of legal protection for domestic workers.

The main element of a child domestic work is the existence of employment relationship. This means that there must be a employment agreement between the employee (child domestic) and the employer. As we have seen from the interview result there is no employment agreement. Furthermore, the working condition of the CWDs is exploitative and long hours out of the legal work limit on the top of hiring below the legal age limit. Hence, it can be witnessed the laws of the country are not enforced. Hence, the responsible government bodies at all level need to ensure the laws are well implemented when it comes to the CWDs.

The Policies of the country are formulated based on the global and contextual political, social economic, cultural and level of the development of the nation. In practice, however, it is not easy to establish the existence of an employment relationship and often it may be overlooked (goes unidentified).

Below are some Policies and proclamations focusing with the issues of child labour in the case of Ethiopia

The Education and Training Policy

One of the aims of Ethiopia's Education and Training Policy enacted by 1994 is to provide access of basic education for all, with special consideration given to disadvantaged groups. Moreover, this policy deals with improving the quality of education at different institutions be it government, private or other. Although the Education and Training Policy addresses universal and quality education, it does not state that it should be compulsory, which constitutes a challenge in the work towards dealing with child labour. This is likely be one of the main issues explaining the lack of enrolment of many children in school at age 7 or 5. If they did enroll, the percentage of children that are overaged for the grade they are enrolled in might be lower the

standard. Another critical and potential challenge is that while schooling itself is free in Ethiopia, education induces other costs in the form of inputs, such as stationery and uniforms. But it is commendable that Schools In Addis Ababa and at some regions are having school feeding program.

The National Plan of Action for Orphans and Vulnerable Children in Ethiopia 2004–2006

Ethiopia's National Plan of Action for Orphans and Vulnerable Children was prepared to direct all stakeholders in addressing the issue of orphans and vulnerable children in a holistic, coordinated and integrated manner. The action plan addresses the below five thematic areas named as situation analysis/ planning, advocacy and capacity building, monitoring and evaluation, legal and regulatory framework and finally, consultation and coordination. Hence, the effective practice of this plan of action is hugely essential to deal with the exploitative and abusive child labour issues.

Ethiopian Labour Proclamation No_-1156-2019

The proclamation has the objective to ensure worker-employer relations are governed by basic principles of rights and obligations with a view to enabling workers and employers to secure sustainable industrial peace, durable productivity and competitiveness through cooperative involvement towards the all-round development initiatives of the country. The proclamation states that it is prohibited to employ a person less than 15 years of age. However, as observed from the KII finding this policy is not materialized in relation to Child Domestic workers who are below age of 15.

CHAPTER FIVE: DISCUSSION ON MAJOR FINDINGS

The research was undertaken in one of the woredas of Addis Ababa, thought to be destinations of a large number of child domestic workers, based on review of literatures. One outstanding finding from the research was the long working hours girls devoted to domestic labour, as reported by respondents. Many girls work seven days per week, were not given off days and worked public holidays, all in contradiction to Ethiopia's Labour Law. Many of these girls were paid very little in the way of salary or nothing at all. Moreover, a significant proportion had no control of their earnings with payments being 'kept' or retained by employers or handed over to families of girls.

5.1 Synthesis of major findings against the relevant theories

Daily Routine and Workload: The reported tasks of child domestic workers, including washing, cooking, and childcare, align with the Theory of Exploitation. This theory highlights how vulnerable populations, especially children, are subjected to heavy workloads with minimal breaks, emphasizing their exploitation in the labor market. Working 13 to 19 hours a day with minimal break time demonstrates a violation of labor rights and brings concerns about child welfare.

Health issues and medical Support: Findings regarding health issues such as malaria, kidney problems, and general illness due to workload can be analyzed through the Social Determinants of Health Theory. This theory posits that health outcomes are influenced by social factors, including work conditions. While some workers have access to medical treatment, many still lack adequate support, indicating systemic deficiencies in health care access for child domestic workers.

Payment and income management: The majority reporting no payment aligns with the Economic Dependency Theory, which suggests that lack of financial compensation reinforces the cycle of poverty and dependence on employers. Some workers mention managing their income, highlighting a small degree of agency, moreover this is often overshadowed by the lack of institutional support, as seen in the minimal stipend negotiated by local NGOs.

Education and support: The responses indicate a strong desire for education, yet many face barriers such as time constraints and lack of support from employers, which is consistent with Human Capital Theory. This theory emphasizes the value of education and skills in improving economic outcomes. The limited educational opportunities available to child domestic workers hinder their ability to escape the cycle of poverty.

Employer relationships: Reports of physical and verbal abuse illustrate the Power Dynamics Theory, where the imbalance of power between employers and child workers perpetuates abuse and mistreatment. While some workers receive advice or support, the prevalence of abuse indicates a systemic issue in the treatment of domestic workers.

Challenges and coping mechanisms: The identified challenges, such as health issues, heavy workloads, and psychological tension, goes with Stress and Coping Theory. Workers develop coping strategies, but the overwhelming nature of their challenges suggests that these mechanisms are often inadequate for managing the stressors they face.

Dreams and goals for the future: The aspirations for education and entrepreneurship reflect Maslow's Hierarchy of Needs, where the desire for self-actualization and better living conditions drives their goals. However, financial constraints and systemic barriers limit their ability to achieve these aspirations.

In summary: The findings illustrate a situation between exploitation, health, economic challenges, and aspirations among child domestic workers. The application of relevant theories underscores the systemic issues they face and highlights the need for policy practices that address their rights, health, and access to education. Addressing these challenges could significantly improve the lives of child domestic workers and support their pursuit of a better future.

Though the labour proclamation No 1156/2019 of Ethiopia allows Young Workers to be employed with the age of 15 to 18 in light workers that will not harm their physical and psychological conditions, it is difficult to monitor and ensure the policy practice given the low capacity of the regulatory body in general.

CHAPTER SIX: CONCLUSION AND IMPLICATION FOR SOCIAL WORK

6.1 Conclusion

The experiences of child domestic workers came up with a scenario of exploitation, heavy workloads, and inadequate access to education and health care. Despite their coping mechanism for challenges and dreams for a better future, these children are having barriers that influence their development and well-being. Moreover, the issues of physical and verbal abuse, together with absence of financial compensation and support, needs a holistic intervention to ensure the protection of their rights and improve their living situations.

To effectively address these challenges a multi-sectoral response and integrated approach are required and these interventions would be evidence-based advocacy for policy practice, improving the access to education, and providing required health services. Of course, the interventions should not only be limited to curve the challenges got from lived experiences, but also requires to address the root causes and dynamisms related with child domestic works.

Recommendations

Below are general recommendations given based on the research finding from the research

- Terms of employment: With regard to the terms of employment, a contract as a written document lays the basis for one to ask his/her right in case of a disagreement. Regarding contract, article 7 of the ILO Convention No. 189 commends all the member states to take measures to enable domestic workers to be aware of their terms and conditions of employment in a clearly written contract in accordance with national laws and regulations. The convention also clearly indicates that, the written contract should have to enable domestic workers to know the detail information of their employer like his/her

name, address, type of work to be performed, food and accommodation, working hours, wages, daily and weekly rest periods, working place address and condition of termination of the contract (ILO, 2011). The convention recommends to have attention to the need for the establishment of a formal contract between employers and domestic workers. This is because it will function as a written document for the terms agreed between the two parties in the event of a dispute. However, as our informant child domestic workers responded, none of them had any written contract before joining the work. Instead, there were oral agreements concerning their salary and promises regarding the benefits the children may have by joining that family.

- Ensure meaningful participation, consultation, representation and voice for child domestic workers in future the policy formulations and practice along with legislative enforcements. This will support to build the capacity of the Child domestic workers and have the required empowerment and agency to demand their right.
- Make use of available local leaders and community structures, such as Idirs, faith leaders and kebele administration and woreda-level structures, to promote change in harmful social norms to child domestic workers, through strategies such as Codes of Conduct for employers, incorporate child domestic workers issues in the by-laws of the community associations like ‘idir’ and prepare templates for contracts.
- Conduct comprehensive awareness creation campaigns in source communities for girls and families to intervene on migrations and entry into domestic work.
- Establish collaborations among government bodies, development partners like NGOs and community structures to avail functional and effective identification, referral, shelter and post care services for CDWs.

- Establish effective monitoring system to break the isolation of child domestic workers with from society and basic services like education and then build their capacity to have confidence, skills and social capital in the relationships. Moreover, undertake the awareness raising interventions of the CDWs on current laws and policies; and linking them with support services and entitlements.
- Facilitate opportunities for formal educations, alternative basic education (ABE), life skills and financial literacy training in a conducive platform customized to the needs of domestic workers.
- Ensure that all legislative bodies (police, prosecutors, judges) and mandated organizations have the capacity, commitment and resources to enforce the country's anti-trafficking laws, the Labour Law and the Constitution itself.
- Materialize special interventions for child-friendly reporting, investigation and court procedures in suspected cases of abuse, exploitation and trafficking.

In summary, the concern of child domestic workers needs for action to ensure their rights are materialized, their needs are met, and their dreams for the future can become a realized. The integrated and collective responsibility to protect and empower these children is so necessary for building an enhanced just world and equitable culture.

6.2 Implication for Social Work

6.2.1 Implications for social work education

The findings regarding the challenges faced by child domestic workers underscore several key implications for social work practice. Addressing these challenges requires targeted

interventions, advocacy, and a commitment to the rights and well-being of these vulnerable populations.

Strengthening Advocacy Efforts: Social workers must engage in advocacy at multiple levels local, national, and international to push for legal reforms that protect the rights of child domestic workers. This includes lobbying for laws that establish minimum working conditions, prohibit child labor, and ensure access to education and health services.

Developing educational programs: Social workers should facilitate educational initiatives that promote awareness of the rights of child domestic workers among employers, families, and communities. Programs can be designed to educate stakeholders about the importance of education, the impacts of child labor, and the long-term benefits of supporting children's rights.

Human Service Organizations (HSO)- Programs of HSO

Implementing holistic support services: Establishing comprehensive support services that address the physical, emotional, and educational needs of child domestic workers is critical. This could include counseling services, health care access, and after-school programs designed to provide safe environments for learning and personal development.

Creating safe reporting mechanisms: Social workers should advocate for and help establish confidential and safe reporting mechanisms for child domestic workers to disclose abuse or mistreatment without fear of retribution. This could involve partnerships with community organizations to ensure that children have access to support when needed.

Empowering Child Domestic Workers: Programs aimed at empowering child domestic workers should be developed, enabling them to speak up their concerns and participate in decision-

making processes regarding their lives. Social workers can facilitate workshops and discussions that help these children develop life skills, build confidence, and demand their rights.

Collaborating with NGOs and community organizations: Social workers should collaborate with local NGOs, community groups, Private companies, and educational institutions to create comprehensive networks of support for child domestic workers. This collaboration can enhance resource sharing, increase outreach, and amplify advocacy efforts.

Integrating mental health support: Recognizing the psychological strain faced by child domestic workers, social work practice must incorporate mental health support into intervention strategies. Providing access to counseling and mental health resources can help address trauma, anxiety, and stress related to their experiences.

Training and development for Employers: Social workers can develop training programs for employers on the ethical treatment of child workers, focusing on child rights, responsibilities, and the benefits of a positive work environment. Educating employers can lead to improved treatment and better working conditions for child domestic workers.

Ongoing research and data Collection: Social work practice should include ongoing research to document the experiences and needs of child domestic workers. Data collection can inform policy recommendations and program development, ensuring that interventions are evidence-based and responsive to the needs of this population.

In summary: The implications for social work practice highlight the necessity of a proactive and multi sectoral approach to address the challenges faced by child domestic workers. By prioritizing advocacy, education, empowerment, and holistic support, social workers can play a vital role in improving the lives of these children and promoting their rights within the society.

6.2.2 Implications for social work practice

A recommended child protection model for the intervention of child domestic workers will be structured around as per the recommendation below.

Expand Access to Healthcare: Advocate for policies ensuring child domestic workers receive free or affordable healthcare services, including employer-provided medical support.

Health and Safety Awareness: Conduct awareness sessions for child domestic workers and employers on occupational health risks, hygiene, and preventive healthcare.

Ensure Fair wage: Advocate for legal frameworks that guarantee fair wages for child domestic workers and aware employers.

Financial Literacy Training: Provide training to child domestic workers on managing income, savings, and financial independence.

Supportive Income Mechanisms: Encourage NGOs and local authorities to negotiate stipends or financial assistance for child domestic workers.

Access Education Programs: Develop alternative education programs (e.g., evening classes, vocational training) to accommodate working children's schedules.

Support the Scholastic materials: Identify and approach development partners to support scholastic materials for the CDWs.

Strengthen Legal Protections: Enforce child labor laws, ensuring penalties for physical and verbal abuse by employers.

Awareness Campaigns: Aware employers on ethical treatment, labor rights, and the impact of abuse on children's well-being.

Support Services for Victims: Create confidential reporting mechanisms and shelters for abused child domestic workers.

Improving Working Conditions: Advocate for regulations that limit working hours for child domestic workers and ensure fair treatment.

Mental Health Support: Provide counseling services and peer support groups at school to help children cope with psychological stress.

Stakeholders Engagement: Conduct regular discussions and dialogue sessions with key stakeholders such as recruiters, employers, transport workers, Government offices to give awareness about right of children, protection and safeguarding.

Vocational and Life Skills Training: Offer career consultancy, business skills, and vocational training to help children build a sustainable future.

Economic Opportunities: Provide micro-financing and entrepreneurship programs for those aiming to start their own businesses.

Advocacy and Policy Reform: Strengthen advocacy efforts for policy changes that protect child domestic workers and provide better opportunities for their future.

Working in source areas: Awareness-building among children, parents and among community members generally, is the key to prevention of Child trafficking. Contacting domestic worker into her or his family requires contact and counselling with the relatives and the child and should be in her best interest.

6.2.3 Implications for social work research

A comprehensive social work intervention is necessary for implementing effective programs that address the challenges faced by Child Domestic Workers (CDWs). Social workers need to develop comprehensive plans and implement holistic approaches that target these challenges at different levels individual, community, and policy. The understanding of the vulnerabilities and hardships that CDWs experience is fundamental for designing interventions that improve their overall well-being.

To ensure the sustainability the changes, social work practitioners should focus ideas that support the capacity building of the CDWs with available opportunities and support networks across various sectors, including private, governmental bodies, and non-governmental organizations (NGOs). Establishing linkages among these stakeholders will enhance the access of CDWs to critical resources, such as education, legal protection, healthcare, and psychosocial support.

Findings from relevant studies indicate that CDWs require capacity building and psychological support to overcome their socio-economic challenges. This calls the need for social workers to collaborate, share best practices, and develop intervention strategies that integrate capacity skills training and psychosocial support mechanisms. Key approaches include advocacy efforts to escalate the advocacy on the right of CDWs, as well as other essential supports.

In addition, social work practitioners should significantly engage with governmental and non-governmental organizations to design and implement empowerment programs customized to the needs of CDWs. These programs should encompass a wide range of services, including access to formal education, income-generating activities, vocational training, and entrepreneurship initiatives. By capacitating the CDWs with relevant skills and opportunities, social workers can help them achieve wellbeing and improve their long-term socioeconomic status they deemed to acquire

Finally, an effective response to the challenges faced by CDWs requires a coordinated and multi-sectoral approach that integrates advocacy, education, economic empowerment, and psychosocial support. Social workers play a critical role in driving these efforts, ensuring that CDWs are not only protected but also given the tools and opportunities necessary to lead fulfilling and self-sufficient lives.

6.2.4 Implications for social work policy

One of the main roles of social workers is advocacy for policy changes and the empowerment of communities. In this regard, Child Domestic workers are among the marginalized groups that need advocacy to ensure their voices are heard. Therefore, the findings of this research suggests a strong need for advocacy regarding education, employment, health services, and inclusive education policies for their children.

The international policies such as CRC provides a firm foundation for social workers to advocate for better implementation and policy reformation regarding the wellbeing of child domestic workers. Moreover, national polices such as National Social Protection Policy, National Child Policy, and the FDRE Constitution, which promote equality, non-discrimination and equal access to services, further guide social workers to advocate for these polices and raise awareness about these policies among single mothers, children, private and government workers and broader communities to expand their knowledge and promote the protection of these rights.

Furthermore, social workers should promote resilience and coping mechanisms by advocating for the rights of these mothers to exercise equal opportunities as others. They should also address the stigma and discrimination against these mothers by engaging with policy makers and raising public awareness about inclusion and equality.

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ANNEXES

Annex I: Key Informant Interview (KII)

1. Can you tell me about yourself, such as your age, where you come from, and how you started working as a domestic worker?
2. How did you come to work in this household, and are your family members aware of your job?
3. What advantages and disadvantages do you experience in this job?
4. What is your daily routine, and what tasks are you responsible for?
5. How many hours do you work each day, and do you get any breaks?
6. Do you feel the workload is manageable, and what are your living arrangements in the household?
7. Have you faced any health issues due to your work, and can you seek medical help if needed?
8. Are you paid for your work, and do you manage your wages or does someone else control them?
9. Are you currently attending school, and if not, do you want to continue your education? What prevents you?
10. Have your employers supported or discouraged your education?
11. How do your employers treat you, and how do they handle mistakes or incomplete tasks?

12. What are the biggest challenges you face as a child domestic worker, and how do you cope with them?
13. Do you have friends, family, or organizations that support you emotionally or financially?
14. What are your dreams and goals for the future, and what changes would improve the lives of child domestic workers?
15. . Is there anything else you'd like to share about your experience or concerns about this interview?

Appendix:

Consent from guardian and primary care takers

Volunteer watch groups, employed by the local NGO, play a crucial role in engaging with employers to secure their consent and cooperation from employers.

The watch groups are working to ensure the well-being of Child Domestic Workers (CDWs). These volunteers actively monitor the conditions of CDWs, ensuring that their rights are upheld and that they work in safe and supportive environments. Their responsibilities include raising awareness among employers about child rights, emphasizing the importance of providing access to education, medical care, and fair wages. Additionally, they advocate for better working conditions and act as a bridge between CDWs and relevant support services, helping to create a more protective and empowering environment for these young workers.

Appendix V: Assent Form for CDWs interview

Hello my Name is Cherinet Gizaw, researching MSW in AAU Mobile 0911411548, you are invited to participate in a research research. The purpose of the research is to understand the experience of child domestic workers in Woreda 1 of Kolfe Keraniyo Subcity, Addis Ababa. Your participation is voluntary, information about the research can be re -explained at any time. The estimated time commitment for your participation is about 40 minutes. It's very helpful to hear about your experiences as a Child Domestic Worker. If you agree to participate, you will

- ምላሽሽ በሚስጥር ይያዛሉ። የአንቺ የግል መረጃ አይጋራም፤ እና ማንኛውም የቀረበው ትንተና በድምሩ ይሆናል።

- ተመራማሪው ሁሉንም የተሰበሰቡ መረጃዎችን ለመጠበቅ እና ለመጠበቅ እርምጃዎችን ይወስዳል።

- በፈቃደኝነት ተሳትፎ፡- ተሳትፎሽ ሙሉ በሙሉ በፈቃደኝነት ላይ የተመሰረተ ነው፤ እና በማንኛውም ጊዜ ያለምንም መዘዝ የማቋረጥ መብት አለሽ።

- ላለመሳተፍ ከወሰንሽ ከማንም ጋር ያለዎትን ግንኙነት አይጎዳውም።

ስምምነት/አስተያየት፡-

የቀረበውን መረጃ እንደተረዳሽ እንደሰማሽ አረጋግጠሻል፤ እና በጥናቱ ለመሳተፍ በፈቃደኝነት ተስማምተሻል። አዎ/አይደለም።

አዎ/ ፊርማ፡_____