

# Case Study: The Centre for Domestic Training and Development

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## Executive Summary

Kenya has approximately 350,000 children working in the domestic sector, the majority of whom are believed to be girls under the age of 18.<sup>1</sup> Despite their overwhelming numbers, these girls are hidden. Their employers abuse and exploit them, communities neglect and exclude them, and the government and donors disregard and overlook them. At an age when they should be receiving a quality education and learning how to stay healthy, many girls are pushed or pulled into a life behind closed doors where anything can happen and everything may be ignored.

Founded in 2001, the Centre for Domestic Training and Development (CDTD) is the only organization in greater Nairobi reaching, rescuing, rehabilitating, and reintegrating child domestic workers under the age of 18. This case study highlights how CDTD contributes to the Girl Effect by reaching and serving adolescent girls who all too often fall outside the radar of mainstream services.

CDTD's comprehensive rehabilitative support includes education, skills training, counseling, and a transitional shelter. Fueled by the passion and commitment of its small staff, the organization removes girls from harmful situations, equips them with skills, reintegrates them into society, and advocates for their rights.

Although its work with child domestic workers is nascent, CDTD has developed a successful model for reaching, rescuing, and rehabilitating girls trapped in dangerous domestic work situations. All of the girls identified and reached by the organization have received rehabilitative support, including access to education or skills training, counseling, and access to the transitional shelter. All of the girls have abandoned domestic work and are either reunited with their families or pursuing educational and/or career opportunities.

CDTD demonstrates the power and potential of grassroots organizations to reach girls who can easily fall through societal chasms. However, as a relatively young grassroots organization, CDTD faces significant constraints in resources and capacity that have limited its ability to provide comprehensive and targeted reintegration and monitoring support once girls have been reunited with their families. CDTD is currently producing promising results at a micro level, and as it builds and strengthens its resources and capacity, it will no doubt expand its scope and reach and be able to reinforce the Girl Effect on a larger, macro scale.

# 1. Organization Overview

<b>Organization name</b>	The Centre for Domestic Training and Development
<b>Mission statement</b>	The Centre for Domestic Training and Development (CDTD) was started with the objective of equipping unskilled women from disadvantaged backgrounds and abusive situations with transitional skills for survival and employment. CDTD's vision is to contribute to a society where women are empowered and provided with opportunities to grow and realize their full potential. CDTD has a special focus on child domestic workers, <sup>2</sup> rescuing those in especially difficult circumstances, offering rehabilitation and reintegration services at the individual and household level, and undertaking advocacy at the national level.
<b>Office locations</b>	Main office: Mai Mahiu Road, Nairobi West Satellite offices: Eastleigh, Kawangare, and Githurai
<b>Active districts</b>	All of Nairobi
<b>Year founded</b>	2001
<b>Year girl-inclusive strategies implemented</b>	2006
<b>Founder</b>	Edith Murogo
<b>Number of permanent staff</b>	15
<b>Staff female/male ratio</b>	10 / 5
<b>Total annual budget</b>	15,000,000 Kenyan shillings (approximately 183,000 USD)
<b>Program budget allocated for girls' programs</b>	19%
<b>Numbers served (annual)</b>	500
<b>Number of girls served (annual)</b>	100 (40 rescue/emergency cases and 60 child domestic worker cases)

## 2. Context

Kenya has approximately 350,000 children working in the domestic sector, 300,000 of whom are believed to be girls under the age of 18.<sup>3</sup> Domestic workers in Kenya are uneducated, underpaid, overworked, and often underage.<sup>4</sup> Child domestic workers are predominately very poor girls from rural areas who have little or no formal education; they are among the most vulnerable and exploited children in Kenya. Most of the girls are taken to Nairobi by people who have gained the confidence of the girls' parents by promising wages and schooling. Once they arrive in Nairobi, these girls are almost always abused and exploited—working up to 18 hours a day, beaten and humiliated by their employers, sleeping on the floor, and sometimes sexually abused. They never see the inside of a classroom, and they earn no more than \$10 a month, if they are paid at all.

## 3. Organization Background

The Centre for Domestic Training and Development was started in 2001 to help domestic workers negotiate fair labor conditions and protect themselves from abuse, and to encourage economic and career alternatives. Every year, CDTD works with an average of 500 women and girls, ranging from 10 to 35 years old. For young women over 18, CDTD offers professional household management training and job assistance. For girls under 18, CDTD's focus is on removing them from domestic work. In doing so, CDTD provides medical care and psychosocial support, emergency shelter, basic education, and in some instances, vocational training. As a result of CDTD's outreach and advocacy initiatives, numerous organizations and individuals know and trust CDTD to rescue and rehabilitate girls who are being exploited and abused as child domestic workers. CDTD also works to identify families, communities, and providers of education, healthcare, and other services to assist with the girls' reintegration.

## 4. Methodology

Primary qualitative research methodologies included *semi-structured interviews*<sup>5</sup> with direct beneficiaries aged 10 and up; *key informant interviews* with stakeholder organizations,<sup>6</sup> CDTD staff members,<sup>7</sup> and family members of direct beneficiaries;<sup>8</sup> *focus group discussions*<sup>9</sup> with beneficiaries participating in a CDTD home care management course; and *participant observation*<sup>10</sup> at the CDTD main office and educational facility.

Secondary qualitative research methodologies included CDTD organizational documents and program data, literature review, complementary services mapping, and media/press coverage.

Quantitative research methodologies included review and analysis of program files<sup>11</sup> for children in emergency situations served over the last six months.

Limitations of the research methodologies include the following: CDTD's work with child domestic workers is relatively recent, and the organization has only been collecting basic quantitative and qualitative data on child beneficiaries for less than a year. Thus, the quantitative data sample size is small, and there is no longitudinal data available at this time.

## 5. Findings

### Who are the girls?

CDTD is reaching girls that most Kenyans have already defined as “a failure in life” or as girls who have “resigned themselves to their inescapable fate.”<sup>12</sup> One hundred percent of the child domestic workers that CDTD has rescued and served are girls, typically age 10 to 18, from very poor rural households. The average age at which these girls enter domestic work is 16. Seventy-five percent of the girls are orphans or have only one living parent. An overwhelming 90 percent of the girls are victims of human trafficking,<sup>13</sup> with 13 percent being internationally trafficked and 77 percent being domestically trafficked. Many have been physically or sexually abused during childhood or adolescence.

### CDTD services and strategy

Every three months, CDTD’s community outreach and advocacy program conducts a series of grassroots-level information sessions and campaigns related to child domestic labor in slums and other especially poor residential areas across greater Nairobi. Informational and educational materials and pamphlets are distributed during and after the information sessions. Critical to the success of these initiatives is outreach to and subsequent attendance by local chiefs, district child protection officers, and police officers. The sessions are always followed by one-on-one visits and trust-building time with these key officials and gatekeepers. CDTD spends a little more than 60 percent of its children’s budget on direct assistance and services for the girls, and the remaining 40 percent of the budget is spent on public education campaign events and related materials.

CDTD is a central and active member of two grassroots-level children’s forums, one in Kasarani and the other in Makadara (both of which are poor districts in Nairobi), that together have over 80 participating organizations, and is a valued member of the National Council for Children’s Services, a national association of more than 50 organizations working with children. CDTD is also a member of the Girl Child Network, which brings together organizations working with girls.

CDTD receives referrals for girls in harmful and abusive domestic work situations from district-level police officers, district-level child protection officers, local chiefs, and other child welfare organizations that are not set up to work with child domestic workers. CDTD is the only organization that receives emergency cases<sup>14</sup> from local government authorities or police. Although CDTD conducted door-to-door outreach at the household level when the program began, that particular strategy is no longer necessary, nor is it an efficient use of time. CDTD now receives increasing numbers of referrals as a result of vast grassroots and national networks, trusting relationships, and the successful outcomes of the first few emergency cases. It is worthwhile to note that CDTD has purposefully integrated its work with child domestic workers into its broader program of domestic workers empowerment to promote program and organizational sustainability.

One indicator of CDTD’s major success is that this year, approximately 90 percent of referrals<sup>15</sup> to CDTD were from beneficiaries and graduates to friends, peers, and girls they identified as in need of assistance. Girls talk to their friends, and their friends listen.

Girls in emergency situations are rescued and provided with shelter, medical care, and counseling. The average time a girl spends in CDTD’s emergency shelter is four months. While residing in the shelter, the girls have an opportunity to interact socially and develop positive social networks. On average, these girls have completed a fifth-grade education. While in the shelter, they are given a chance to continue their education at the basic literacy, primary, or secondary level. All girls and women in the shelter receive food and nutritional supplements, life skills counseling that is critical to boosting their self-esteem and confidence, and HIV/AIDS

and reproductive health education. In addition, labor rights and obligations are taught to empower shelter residents to negotiate decent terms and conditions of employment. Emergency cases receive medical care where necessary, as well as psychosocial counseling. As part of their rehabilitation, the girls also engage in recreational activities that stimulate their well-being.

## Results

Approximately 40 percent of the girls who have been rescued in the last six months from emergency situations have been successfully reunified with their families and are either in school or receiving skills training. Thirty percent of the girls rescued from emergency situations are currently still in the shelter; one girl left CDTD of her own accord; and the remaining girls have been placed in educational programs or jobs through CDTD.

For the reintegration cases, the girls and their families receive small-scale support intended to ensure the ability of the girls to engage in traditional or vocational educational opportunities. The reintegration support provided to the girls and their families by CDTD is small but critical. The families of the girls are extremely poor, and therefore welcoming the girls back into the home creates a financial burden. Follow-up on these cases and the sustainability of support are major challenges for CDTD. While the families of the girls placed back at home are almost always in touch with CDTD even six months after reunification, most of the time they are looking for support, and CDTD is not resourced enough to provide this.

## Learning and evolving

While relatively young, CDTD is a learning and evolving organization. CDTD began its work with a broad range of services that included legal assistance to domestic workers. Help with labor disputes and related legal representation is a salient need for nearly every young woman and girl coming to CDTD. The first year the transitional shelter was operational, CDTD staff attempted to identify individuals and organizations providing free legal assistance. However, CDTD found the legal aspects of the cases too laborious; the gathering of evidence and witnesses nearly impossible; and professional, low-cost, or free representation not available. As a result, CDTD has ceased trying to provide legal advice or representation.

The reintegration component for rescue cases also continues to evolve. One significant shift in the past 12 months relates to efforts by CDTD to refer cases to other organizations for community-based reintegration following CDTD's rescue and rehabilitation activities. This approach was devised as a strategy for reconciling CDTD's limitations in resources and capacity with the need for reintegration services. Given that CDTD's geographic coverage and operational capacity is limited to greater Nairobi, following the cases of girls reintegrated into their home villages is challenging for the organization. While CDTD believes that coordination and complementarity with other actors is key, not being the one directly carrying out the reintegration activities has made it difficult for CDTD to adequately and appropriately follow up on and track cases. CDTD strongly prefers to see the girls through rehabilitation *and reintegration*. Therefore, CDTD is currently seeking solutions for strengthening its own ability and capacity to reintegrate and follow up on all cases itself.

## The most common support needed or requested:

- *home visits* to establish the family status and whether conditions at home have changed
- *educational support* in the form of books, uniforms, and school materials
- *establishment of livelihoods* to supplement family income
- *vocational skills sponsorships* at nearby institutions or apprenticeships
- *business start-up* training and kits
- *referrals* to service providers and support systems

## 6. Conclusions

CDTD's successful model can be understood through four Rs: reach, rescue, rehabilitate, and reintegrate.

**Reaching the girls.** As a locally born, locally based, and locally led grassroots organization, CDTD is uniquely positioned to reach and transform the lives of girls and young women who fall outside the reach of the mainstream services of larger-scale interventions. CDTD is the only organization serving child domestic workers in Nairobi, and its grassroots approach and community-based principles are the backbone of its success in reaching such hard-to-reach girls. To reach these girls, CDTD has built strong relationships and networks with all key stakeholders, including current and former domestic workers, police and social welfare offices, and other child welfare organizations.

**Rescuing the girls.** On a weekly and sometimes daily basis, CDTD's outreach coordinator rescues girls in emergency situations. Within 24 hours of receiving a call or a referral, CDTD staff collect and relocate the girl to the organization's shelter. CDTD staff are highly trained in assessing the best interests of the child and in child protection, as well as in working with victims of trafficking.

**Rehabilitating the girls.** CDTD provides tangible and practical direct services to vulnerable girls who have already fallen through an unfair number of cracks. While at CDTD, the girls are given a safe space in which to build relationships with other girls and young women from different ethnic groups and socioeconomic backgrounds. The girls are encouraged and expected to participate in shelter activities such as life skills training and literacy classes. "Rehabilitation does not start outside the shelter or after they leave the shelter; it starts the first day they come into the shelter and eventually overlaps with the last phases of reintegration," explains CDTD's director.<sup>16</sup> CDTD explicitly ensures that rehabilitation starts the day rescued girls arrive at the shelter. Perhaps most importantly, CDTD provides all of these supportive services with tremendous warmth, compassion, and unwavering commitment. The beneficiaries describe CDTD as "the only home for domestic workers" and "a home where you can speak and you will be listened to."

**Reintegrating the girls.** CDTD provides a continuum of services to rescued girls, from emergency shelter to life skills to furthering educational opportunities in their home of origin or in the most suitable and sustainable environment. CDTD's founder and director is the first to admit that the organization's system of reunifying and tracking the girls is weak; follow-up and sustainability is not where it should or could be. However, CDTD's operational capacity and geographical presence is currently limited to greater Nairobi, making reintegration and follow-up in distant rural locations a very serious financial and logistical challenge.

Throughout Kenya, there are an overwhelming number of girls working under inhumane and abusive conditions behind closed doors. "It is not as if young girls dream of one day being a housemaid."<sup>17</sup> For young women like Liz (see attached girl profile), CDTD is a second chance to learn life skills and complete a secondary education; an opportunity to turn a bleak situation into an empowering new beginning. For girls like Mary (see attached girl profile), CDTD is literally a lifeline. "The Centre saved my life" is something she says over and over again.

CDTD is only able to lift up a small number of child domestic workers. As a relatively young grassroots organization, CDTD has very successfully reached a demographic of extremely vulnerable and hard-to-reach girls through home-grown, targeted, and context-specific strategies. CDTD demonstrates the important role that grassroots organizations play in reaching hard-to-reach adolescent girls in ways that mainstream service providers and agencies cannot. In sum, CDTD is contributing on a small yet transformative scale to the Girl Effect through reaching, rescuing, and rehabilitating a small number of girls through intensive direct services. With increased human capacity and financial resources, the organization has the potential to give thousands more girls a chance to break the cycle of intergenerational poverty, thereby unleashing and multiplying the Girl Effect in Kenya.

## Endnotes

- 1 The Centre for Domestic Training and Development, “Towards Transforming Domestic Labour in Kenya,” unpublished, 2008.
- 2 Domestic work undertaken by children under the legal minimum working age of 16, as well as by children between the ages of 16 and 18 who are working under slavery-like, hazardous, or other exploitative conditions.
- 3 The Centre for Domestic Training and Development, “Towards Transforming Domestic Labour in Kenya,” unpublished, 2008.
- 4 Kenyan national law prohibits child labor, defined as the employment of a child below the age of 16 years.
- 5 Four semi-structured interviews were conducted with CDTD beneficiaries.
- 6 Four key informant interviews were conducted with staff members of stakeholder organizations (UNHCR, IOM, MSF, and Population Council).
- 7 Four key informant interviews were conducted with CDTD staff members (executive director, outreach coordinator, Eastleigh center manager, and psychosocial counselor).
- 8 One key informant interview was conducted with a parent of a direct beneficiary.
- 9 One focus group discussion was conducted with 16 Eastleigh center beneficiaries, girls between the ages of 15 and 22.
- 10 Numerous visits were made to the CDTD main office and the Eastleigh center, in addition to a formal visit to the CDTD main office for “Sunday inspirational dialogue” sessions.
- 11 Fifteen program files for children served in the last six months were reviewed and analyzed.
- 12 Michael Wainaina, “Training and Empowerment Programs for Female Domestic Laborers in Nairobi, Kenya: Implications for Alleviation of Female Poverty,” unpublished, 2002.
- 13 The United Nations Trafficking Protocol defines human trafficking as follows: “The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery practices similar to slavery or servitude.” International trafficking refers to persons who are trafficked across an internationally recognized border. Domestically trafficked persons are trafficked within their own country.
- 14 CDTD defines an emergency/rescue case as one that requires opening the case within 48 hours of being contacted or learning about the case and that also requires removing the individual (of any age, but the vast majority are under 22) from the current living situation and placing her in the emergency shelter.
- 15 Referrals made by beneficiaries and graduates are to girls in distress and girls in need of assistance, but they typically do not fall into the rescue case category; i.e., they are not girls who have run away/escaped or ended up in the custody of law enforcement.
- 16 Interview with Edith Murogo, CDTD founder and director.
- 17 T. Agler, M. Kroh, and X. Tanori, “Culture Clash: Domestic Workers and Their Employers in Kenya,” unpublished, 2006.

## Appendix 1: Girl Profiles

Mary's is a true story that illustrates in detail a rescue case—a girl in an emergency situation—and how CDTD works with various government and community stakeholders to immediately improve the girl's safety and to increase her social, physical, and economic assets in the longer term.

### **The Girl Effect in practice looks like Mary.**

Current age: 18

Region of origin: central Kenya

Currently enrolled in her second year of vocational high school

In July 2008, life changed dramatically for Mary, a 15-year-old living in a very poor rural area with her elderly mother and her six siblings, none of whom had completed any basic schooling. Mary was approached by a stranger in a car with tinted windows. The woman in the car instructed Mary to put on an extra set of clothes so that she could take Mary to start her new job. The woman promised Mary that she would be paid 2,000 Kenyan shillings (approximately \$23) a month, plus room and board. Mary's mother earns only 70 shillings a month (less than \$1) from tea leaves she grows on a tiny plot of land; the rest of the household's needs are met through subsistence farming and handouts from their neighbors. Mary was taken to Nairobi and started work the very same day. The employer's household consisted of the woman who had abducted Mary, her husband, and their baby.

Mary was allowed to go to church on Sunday only once, and after that her movement was restricted. After about one month, the woman of the house started blaming Mary for everything and began to abuse her, beating her on the head. Mary was expected to begin work at 4:00 AM, to wash the family's clothes, to prepare their meals, and to take care of the baby all day. She slept for less than four hours a night, if at all, on a chair in the sitting room. Mary does not remember when, but at some point, the man of the house began to beat her as well. The abuse became more and more severe, with serious beatings taking place on a regular basis. Then one day, the woman threatened to throw Mary on electrical wires. It was the breaking point for this young girl, and at 4:00 AM she ran away to a friend's house. The friend eventually convinced Mary to go to the police station. The police called the International Organization for Migration (IOM), and IOM called the director of CDTD. CDTD's director picked up Mary the same day and took her to the organization's shelter, which is unmarked to protect the residents' safety. Mary was unable to talk about what had happened to her for a number of days. The abuse she survived was severe, and the threats she received traumatized her further. On top of the extreme workload and constant severe physical abuse, Mary was only paid 1,000 shillings (approximately \$11) for all three months of exhausting labor.

Mary received counseling at the shelter, and once she was stable, staff at CDTD began trying to trace her family. Finding her family was not easy: Mary remembered very few details about where she lived, and her mother had no phone or modern means of contact. In the meantime, CDTD staff began discussing educational plans and possibilities for Mary, and she enrolled in a girls-only vocational training school where she could learn knitting, sewing, and embroidery. The school was the first real step toward realizing her girlhood dream of having her own sewing and knitting business. Since the day Mary had been abducted, her mother had been tirelessly trying to find her. She had gone on foot to the police, the chief and assistant chief's office, and the local political counselor. She had even gone to the father of the suspected employer on Christmas and asked him for her daughter. After Mary was rescued, it took nearly six months for CDTD to reunite her with her mother.

These days, Mary enjoys being a student again. She spends most of her free time practicing and improving her knitting and sewing skills. She hopes that the vocational training will help her support herself so that she can in turn help her mother. Mary is now 18 years old and an empowered young woman. Because of CDTD, she is equipped with positive social support and the business skills to be self-sufficient. She says with a smile, “I’d like to encourage other girls to help others the way the Centre has helped me.” This is the unique power of investing in a girl; this is the Girl Effect.

Liz’s is a true story that illustrates an older, non-emergency case and how CDTD works to educate and empower older girls and women to improve their self-confidence, self-worth, and long-term social, physical, and economic assets.

### **The Girl Effect in practice looks like Liz.**

Current age: 27

Region of origin: central Kenya

Currently employed as CDTD’s outreach coordinator

As CDTD’s outreach coordinator, Liz is responsible for rescuing and reintegrating girl domestic workers in crisis. Liz is a foot soldier who goes above and beyond the call of duty each and every day. She is compassionate. She is fierce. She puts herself in harm’s way—and she does so with tireless tenacity. How did Liz get involved with CDTD? She came to CDTD as a student, as a beneficiary, as a domestic worker herself.

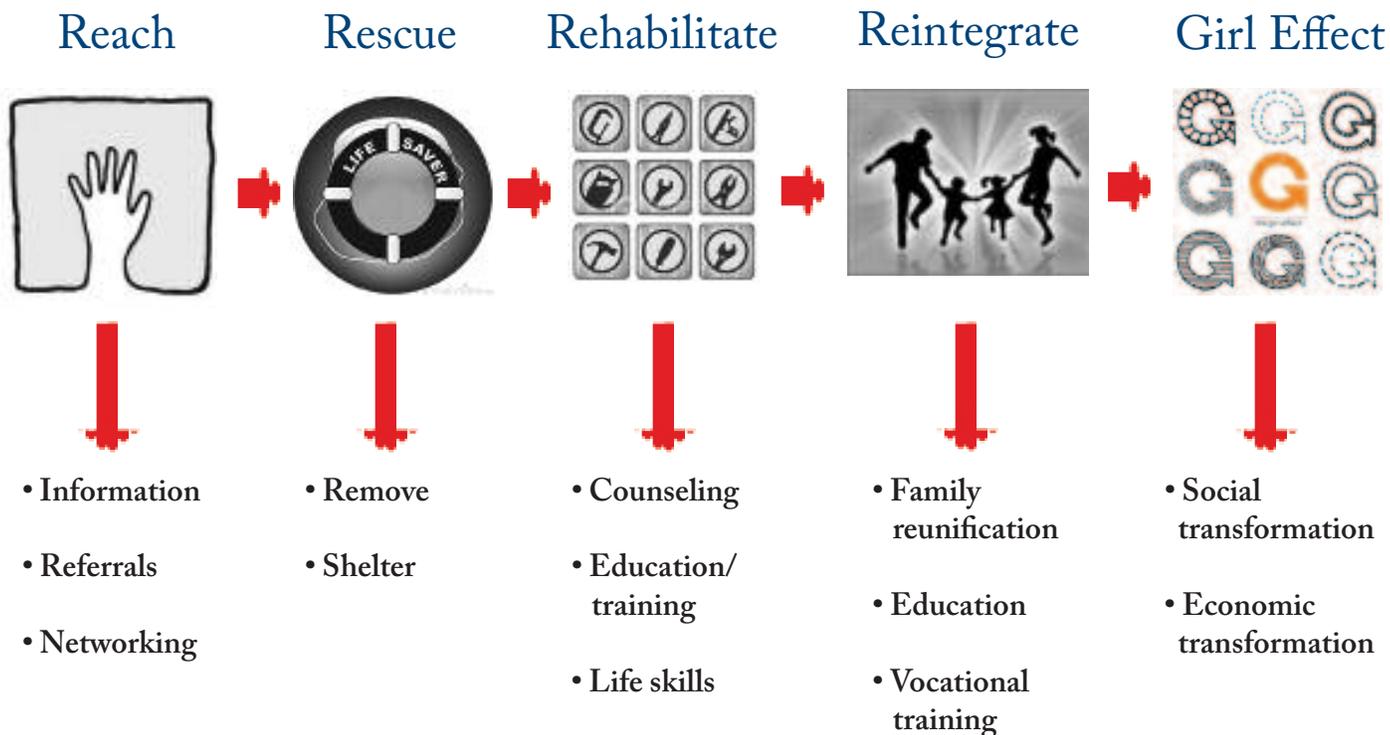
Like too many girls, Liz lacked self-esteem and positive female role models. She was sent to eight different schools but remained distracted and unmotivated at all of them. She gave birth to her first child when she was 18. At the age of 21, she made her way to Nairobi and was approached at the bus station by a “helpful” stranger who directed her to a “house girls’ bureau.” She was immediately employed by a married couple with two children. To her face, the children called her a slave. Then one day, the man of the house called Liz into his bedroom. Wearing only a towel, he clutched her by the throat and threatened to fire her if she did not engage in sexual acts with him. Liz refused, packed her bags, and left that day.

Liz heard about CDTD through a family friend. She showed up at CDTD on a Friday; on Sunday she was in class. Within eight months, she had completed all classes and was a recognized high-school graduate. Through CDTD’s job placement service, she doubled her salary with a new employer. In 2004, Liz became employed at CDTD, and in 2009, she enrolled in college.

About once a month, Liz holds an inspirational workshop for current and former domestic workers who are attending classes at CDTD. She tells them, “By coming to the Centre, you are standing on the shoulders of a giant. You can see ahead now, you can even see farther than the giant. You think your life is over—no. This is the beginning of a new life.”

Liz aspires to become a legal advocate or lawyer so that she can provide the legal assistance that hundreds of thousands of exploited domestic workers desperately need and deserve. She has been, in her words, “in the dustbin,” but today she stands focused and determined—a giant in her own right.

## Appendix 2: CDTD's Four Rs



## Appendix 3: Glossary of Terms and Definitions

**Adolescent girl:** A girl between 12 and 22 years of age.

**Child domestic labor:** ILO defines child domestic labor as “domestic work undertaken by children under the legal minimum working age, as well as by children above the legal minimum age but under the age of 18, under slavery-like, hazardous, or other exploitative conditions”—a form of “child labor to be eliminated” as defined in international treaties.

**Child labor:** ILO defines child labor as work undertaken by children under the legal minimum working age. The law normally lays down various minimum ages for different types of work (e.g., normal full-time work, light work, and hazardous or potentially harmful work). UNICEF defines child labor as work that exceeds a minimum number of hours, depending on the age of a child and on the type of work. Such work is considered harmful to the child and should therefore be eliminated. *Ages 5–11:* At least one hour of economic work or 28 hours of domestic work per week. *Ages 12–14:* At least 14 hours of economic work or 28 hours of domestic work per week. *Ages 15–17:* At least 43 hours of economic or domestic work per week.

**Child domestic workers:** ILO defines child domestic workers as children who carry out either child domestic labor, as explained above, or permissible domestic work.

**Domestic work:** Household tasks performed in the household of a third person; usually excludes domestic chores carried out by members of the family.

**Emergency/rescue case:** CDTD defines an emergency/rescue case as one that requires opening the case within 48 hours of being contacted or learning about the case and that requires removal of the individual (of any age, but the vast majority are under 22) from her current living situation and placing her in CDTD’s emergency shelter.

**Extreme poverty:** The World Bank defines extreme economic poverty as living on less than \$1.25 per day. The most widely used benchmark of an income equivalent is \$1.00 a day or less.

**Forced migration:** The International Association for the Study of Forced Migration defines forced migration as “a general term that refers to the movements of refugees and internally displaced people (those displaced by conflicts) as well as people displaced by natural or environmental disasters, chemical or nuclear disasters, famine, or development projects.”

**Girl child:** Article 1 of the United Nations Convention on the Rights of the Child defines a child as any human being below the age of 18. Following this definition, a girl child is any female human being under the age of 18.

**The Girl Effect:** The powerful social and economic change brought about when girls have the opportunity to participate.

**Internally displaced person:** The UN Guiding Principles on Internal Displacement define an internally displaced person as “persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognized State border.”

**Refugee:** UNHCR defines a refugee as a person who “owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country...”

**Sexual violence:** The Inter-Agency Standing Committee defines sexual violence as “any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic a person’s sexuality, using coercion, threats of harm; sexual violence takes many forms, including rape, sexual slavery and/or trafficking, forced pregnancy, sexual harassment, sexual exploitation and/or abuse, and forced abortion, rape/attempted rape, sexual abuse, and sexual exploitation.”

**Trafficking or trafficked person:** The United Nations Trafficking Protocol defines human trafficking as “the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery practices similar to slavery or servitude.” International trafficking refers to persons who are trafficked across an internationally recognized border. Domestically trafficked persons are trafficked within their own country, never crossing an internationally recognized border. Domestic trafficking is also sometimes referred to as “modern day slavery.”