



# NIGERIA HOTSPOT STRATEGY

2025-2026

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## Executive Summary

In January 2025, the Freedom Fund will launch a hotspot program in Lagos, Nigeria to address exploitative child domestic work - our third hotspot in Africa focused on this issue. There are an estimated 10 million child domestic workers (CDWs) globally, with 6.3 million in sub-Saharan Africa alone. Children working in private homes are among the least protected and most under-served, often from marginalised ethnic groups or from communities experiencing extreme poverty. [Freedom Fund research](#) has found that in Nigeria, CDWs face abusive conditions, with 88.9% encountering labour law violations and 96.7% experiencing indicators of the worst forms of child labour. Many CDWs start working as young as ten-years-old. Employers agree on the need for education and training for CDWs, yet many remain out of school.

The hotspot strategy outlined in this document is the outcome of an 18-months co-creation process, funded by the U.S. State Department's JTIP Office, which brought together civil society and government stakeholders, as well as Nigerian child protection and anti-trafficking experts. Alongside formative research, reflection and planning workshops, this inception phase was shaped by three CSO-led projects that piloted and tested strategies to address the exploitation of child domestic workers in Lagos, Nigeria, specifically.

Building on the learning of this process, the Freedom Fund will fund at least seven Nigerian civil society organisations to lead efforts to protect child domestic workers. In line with our existing hotspots in Ethiopia and Kenya, the Nigeria hotspot will take a harm-reduction approach to this issue, aiming to eliminate exploitative forms, rather than all forms, of child domestic work. The hotspot program will foster collaboration between civil society, and child protection, child labour and anti-human trafficking government bodies to support an integrated movement, coordinating on policy responses and frontline services to prevent and address the exploitation of children in domestic work. The project will unite policy officials and community leaders to recognise exploitative child domestic work and include it under their mandate; improve information sharing and case referrals between government institutions and civil society organisations; and strengthen community monitoring and official actions against households that exploit their CDWs.

The hotspot will benefit from the learning from our CDW-focused hotspots in Kenya and Ethiopia, potentially adapting tools tested by these programs (e.g. employer engagement strategies). All three programs will also contribute to sessions of the Freedom Fund-led international online learning community on child domestic work.

This initial two-year strategy is funded by a USD 1.5 million grant from the U.S. State Department's JTIP office. We are proposing to invest USD472,762 Freedom Fund core funding to ensure the hotspot reaches sufficient impact and includes lower capacity partners that are not yet able to manage US government funding.

## Context

There are an estimated 10 million child domestic workers globally, with 6.3 million in sub-Saharan Africa alone. Children working in private homes are among the least protected and most under-served, often from marginalised ethnic groups or from communities experiencing extreme poverty. 61.1% are girls and 3.3 million are working in hazardous conditions. But the real figures might be twice as high, as many of these children are not counted as “workers” in national surveys and therefore remain invisible to policymakers and service providers. Data across West Africa remains scarce or out of date. The ILO estimates there are up to 15 million workers aged under 14 in Nigeria, with many being “house girls” whose labour is often forced and underpaid or unpaid. The June 2021 Trafficking in Persons Nigeria report states, “children working in agriculture, domestic work, and artisanal mining remained highly vulnerable to trafficking”.

In West Africa, while trafficking can take place through brokers, many older children migrating for domestic work negotiate their move, and younger girls are ‘placed’ with relatives or family friends as foster children. Child fostering for domestic work is so rooted in cultural and community acceptance that the practice is formative for girls, is part of a kinship obligation, and is a communal response to supporting economically disadvantaged children (Blagbrough 2021). However, in Nigeria, fostered girls can be as young 5 or 6-years-old when they are placed, and are under overwhelming social pressure to endure hardship to avoid shaming their family or upsetting the social order. A 2011 WHO report on the practice in Nigeria estimated that almost 40% of CDWs begin in this way before the age of 10.

Most of the trafficking and movement of children for work in West Africa takes place within countries, caused by rural/urban inequalities and longstanding kinship, gender and other social norms. Movement can also be triggered by violence at home and economic conditions. The impact of Covid-19 continues to exacerbate socio-economic inequality, as well as a renewed migratory ‘push’ of girls from rural areas towards towns and cities in search of work, because of school closures, weakening child protection systems, declines in law enforcement and increasing household violence (Global March, 2021).

Despite the high prevalence of CDW in West Africa, there have been few interventions to reduce CDW that have been evaluated. A recent systematic review of evaluations of interventions for children in domestic work identified only five evaluated interventions, among which only one focused exclusively on children in domestic work versus at-risk youth, and few offered disaggregated data. Moreover, findings suggested few achieved substantial impact on children’s health, safety or income. Similarly, from the prevention side, there is insufficient intervention evaluations showing impact on preventing children from entering various forms of child labour. Before the Freedom Fund’s pilot program in West Africa, there were no interventions specifically targeting child domestic workers in Nigeria. And while there several NGOs which focus on child labour, child protection and child exploitation in Lagos, research findings suggest that the majority of CDWs are not accessing these services. This may be because they are unaware of these services, or do not view themselves as requiring support.

Despite ratifying key international conventions, Nigeria’s legal framework has gaps that fail to protect children from the worst forms of child labour and lacks sufficient acknowledgement of exploitative forms of domestic work. The Nigerian Labour Act sets the minimum age for work at 12 years and permits children of any age to do light work in agriculture and domestic settings if they work with family members, which falls short of international standards (ILO C. 138 and ILO C. 182). Although the government has made moderate advancements, such as hiring labour inspectors and establishing monitoring committees, significant issues remain, including gaps in legislation regarding exploitative child domestic work. The gaps and need to strengthen the legal framework and child protection efforts in Nigeria, have been a recurring theme from insights collected from our partners and key stakeholders during the pilot phase.

Freedom Fund’s research in Lagos found significant violations of labour and child rights laws. Alarmingly, 88.9% of CDWs were in conditions in violation of Nigerian laws. This includes 53.0% who worked seven days per week without rest, and 21.4% who exceeded 42 working hours per week. In direct contravention to Section 59 of the Nigerian Labor Act, 37.2% of the CDWs were working for a non-

family member, and 34.7% performed tasks that involve lifting heavy loads that put their safety at risk. Additionally, FF's research found that 9.1% of CDWs in Nigeria experienced physical or sexual violence, and 15.6% showed signs of post-traumatic stress disorder. Given that children typically enter into domestic work at the age of 10, the ability of these children to advocate for their own rights and report violations is severely restricted.

## Strategy

The hotspot strategy outlined in this document is the outcome of an 18-month co-creation process made possible by a JTIP-funded pilot phase focused on research, testing and learning. The strategy is informed by formative research, led by NORC at the University of Chicago, as well as learning collected as part of the piloting of a variety of strategies by three civil society partners in Lagos, Nigeria.

The Nigeria hotspot will take a harm reduction approach to child domestic work, aiming to eliminate exploitative forms, rather than ending all forms, of child domestic work. This is in recognition that child domestic work is a product of a lack of social protection system that can adequately provide for vulnerable children and their families. Until this context changes, child domestic work will continue to be a coping strategy pursued by families. As part of this program, the Freedom Fund will support civil society organisations to engage with communities and government to ensure child domestic workers are protected from exploitation and harm.

The hotspot program will foster collaboration between civil society and relevant child protection, child labour and anti-human trafficking government bodies to coordinate on policy responses and frontline services to prevent, and address children in exploitative domestic work. The project will unite policy officials and community leaders to recognise exploitative child domestic work and include it under their mandate; improve information sharing and case referrals between government institutions and civil society organisations; and strengthen community monitoring and official actions against households that exploit their CDWs. The hotspot aims to enhance community-based interventions, and strengthen local organisations' capacities and coordination to ensure the long-term sustainability of operations.

The Program Framework developed by Nigerian civil society, government stakeholders and issue experts focusing on three main areas:

- 1. Vulnerabilities and risks among families that lead to child domestic work are reduced:** This outcome recognises the root cause of child domestic work and its associate risk of exploitation. During the first two years of the hotspot, the program will pilot smaller scale initiatives to test whether at-risk families can be effectively identified and supported through targeted livelihood interventions, particularly by connecting them to existing government schemes.
- 2. Communities unite to resist maltreatment/exploitation of CDWs:** Communities and CDWs will be empowered to take a stand against abuse. During the first two years of the hotspot, the program will build on the work started as part of the pilot phase, continuing the awareness raising activities and deepening community engagement to move from knowledge change towards longer term attitudinal and normative shifts. This outcome also focuses specifically on ensuring that CDWs have agency that is facilitated through information, access to education and other types of support.
- 3. Strengthened care and protection systems for child domestic workers:** Duty bearers and service providers will develop and implement the necessary frameworks to prevent, and respond to, the exploitation of child domestic workers, including the review of child labour and child right legislation, prioritising the developing child-centred referral and response pathways, and ensuring the provision of high-quality services, a gap that was highlighted during the pilot year.

**Program Framework** (co-created by Nigerian civil society, Government stakeholders and child protection experts)

Goal	Reduce the prevalence of exploitative child domestic workers in Lagos, Nigeria							
Outcome	1. Vulnerabilities and risks among families that lead to child domestic work are reduced		2. Communities unite to resist maltreatment/exploitation of CDWs			3. Strengthened care and protection systems for child domestic workers		
Interim Outcome	1.1 Vulnerabilities of families are reduced	1.2 Vulnerabilities of children are reduced	2.1 Changed community norms and perceptions about the rights of CDWs	2.2 Improved conditions for CDWs	2.3 Increased reporting of cases of exploitation	3.1 Increased political will, collaboration and financing among government stakeholders	3.2 Response to CDW cases follows the “best interest of the child” standard	3.3 Effective removal, recovery and reintegration process
Outputs	Improved adult livelihoods for vulnerable families.	Education enrolment, attendance and quality increased.	Community leaders and influencers are engaged to speak out against maltreatment of CDWs.	Supportive environments are built in households with CDWs, so CDWs can thrive.	Effective reporting mechanisms are established and accessible.	Legal frameworks relevant to child domestic work are strengthened.	Capacity of relevant government and CSO frontline responders is strengthened to assess and respond to cases.	Improved access to shelter homes for removed CDWs with access to enhanced services.
	Increased access among vulnerable family access to government-provided social protection schemes.	Vulnerable youth connected to skills training.	Mass awareness created through modern and traditional media, community outreach and the arts.	Supportive environments built in community and schools, so CDWs can thrive.	Reporting mechanism is advertised among target population.	Increased government investment in child protection.	Increased coordination for effective investigation and removal among relevant agencies.	Former CDWs successfully reunited with their families.
	Improved access among at-risk children to existing social services in their communities.	Improved understanding of their rights and ways to access support among CDWs.	Child domestic workers empowered to take action to claim their rights.			Increased government collaboration, commitment and tracking of CDW cases.	Counselling and monitoring of HHs with CDWs is in place.	Former CDWs receive long-term rehabilitation support.
		Improved understanding of child rights and those of CDWs among HHs* with CDWs.	Local child protection mechs mobilised to integrate CDW needs into their actions.				Access to available social services for HHs w/ CDWs is improved.	

## Working in Partnership

We have identified key frontline organisations and plan to work in partnership with, and strengthen, their work to improve the response to exploitative child domestic work through the hotspot's community of practice. Three of the seven identified partners were part of the pilot phase of the program, with four additional organisations identified more recently. All seven partners have co-created their project designs, initiated during a joint workshop in September 2024, ensuring close coordination of their activities, and building on their unique strength and expertise to ensure a collaborative way forward.

This table depicts the role of each organisation during this first grant cycle (2025/2026) of the Nigeria hotspot program:

Partner	Overview	Role within the hotspot
<b>Cece Yara Child Advocacy Centre – new partner</b>	Cece Yara Child Advocacy Centre is a child-centred non-profit organisation to prevent child sexual abuse and provide access to care, information, protection and emergency intervention for children who are sexually abused, or at risk, and their family.	<p>Outcome 2</p> <ul style="list-style-type: none"> <li>- Community mobilisation and awareness raising.</li> <li>- Increasing community vigilance and reporting.</li> <li>- Phone hotline to receive reports.</li> </ul> <p>Outcome 3</p> <ul style="list-style-type: none"> <li>- Policy advocacy.</li> <li>- Referral pathway development and strengthening.</li> <li>- Case management, including emergency support services for CDWs, including shelter and reintegration.</li> </ul>
<b>Center for the Advancement &amp; Protection of the Rights of Vulnerable People (CAPRIGHTS) - pilot partner</b>	CAPRIGHTS is a mission-driven organisation, committed to empowering communities in vulnerable situations to assert their rights. Their work with children is particularly well received by the local authorities in Lagos.	<p>Outcome 1</p> <ul style="list-style-type: none"> <li>- Connecting vulnerable households to government schemes.</li> <li>- Mentoring support for vulnerable households.</li> </ul> <p>Outcome 2</p> <ul style="list-style-type: none"> <li>- Community mobilisation and awareness raising.</li> <li>- Improving school environment for CDWs.</li> </ul>
<b>Devatop Centre for Africa Development (DEVATOP) – pilot partner</b>	DEVATOP is dedicated to countering human trafficking, child labour, domestic servitude, gender-based violence, other related human rights abuses, and to provide support services to survivors.	<p>Outcome 2</p> <ul style="list-style-type: none"> <li>- Community mobilisation and awareness raising.</li> <li>- Community vigilance.</li> <li>- Influencing employer attitudes.</li> </ul> <p>Outcome 3:</p> <ul style="list-style-type: none"> <li>- Policy advocacy.</li> <li>- Strengthening referral.</li> </ul>
<b>Hearts And Hand Humanitarian Foundation (3HF) – new partner</b>	3HF is dedicated to improving the lives of vulnerable families, with one core focus on ending child labour and exploitation, as well as holding perpetrators accountable.	<p>Outcome 1:</p> <ul style="list-style-type: none"> <li>- Connect vulnerable/at- risk HHs to government protection schemes.</li> </ul>

		<ul style="list-style-type: none"> <li>- Connect vulnerable/at-risk HHs to livelihood training opportunities.</li> </ul> <p>Outcome 2:</p> <ul style="list-style-type: none"> <li>- Community mobilisation and awareness raising.</li> <li>- Community vigilance.</li> </ul> <p>Outcome 3:</p> <ul style="list-style-type: none"> <li>- Policy advocacy.</li> <li>- Capacity building of service providers.</li> <li>- Case management, including emergency support services for CDWs, including shelter and reintegration.</li> </ul>
<b>Mouvement Africain des Enfants et Jeunes Travailleurs (MAEJT) – new partner</b>	MAEJT Nigeria is a chapter of the Mouvement Africain des Enfants et Jeunes Travailleurs (MAEJT) (African Movement of Working Children and Youth). It is a network of working children and youths spanning 28 African countries. The organisation is led by survivors of exploitative labour and trafficking, primarily children and youths, with a mission to empower and protect working children and youths in Nigeria.	<p>Outcome 2:</p> <ul style="list-style-type: none"> <li>- Community mobilisation and awareness raising.</li> <li>- Curriculum and peer support for CDW empowerment.</li> <li>- School engagement through child rights club.</li> </ul>
<b>Street Project Foundation (SPF) – pilot partner</b>	SPF supports the empowerment of Youth Ambassadors who use different art forms to create awareness about social injustice among children, women and young people. Previous projects have been able to influence key stakeholders, including local authorities, community leaders, parents, and caregivers on critical issues faced by children in Nigeria. Their engagement of young people brings a unique opportunity to explore the role of youth voices to bring change around child domestic work.	<p>Outcome 2</p> <ul style="list-style-type: none"> <li>- Awareness raising through the arts and communication technology.</li> <li>- Engagement of community influencers.</li> <li>- Youth leadership.</li> </ul>
<b>Slum 2 School – new partner</b>	Slum2School Africa is a volunteer-driven social development organisation whose vision is to transform society by empowering underserved children in slums/remote communities to realise their full potential through the provision of educational scholarships, health support, and other psycho-social support.	<p>Outcome 1</p> <ul style="list-style-type: none"> <li>- School enrolment campaigns in vulnerable communities.</li> </ul> <p>Outcome 2</p> <ul style="list-style-type: none"> <li>- School enrolment and support to CDWs.</li> <li>- Improving school environments and quality of education.</li> <li>- Access to alternative livelihood trainings for CDWs.</li> </ul> <p>Outcome 3</p> <ul style="list-style-type: none"> <li>- Policy engagement on the educational needs of CDWs.</li> </ul>

**Additional civil society partners:** During the first year of the strategy, two more CSO partners will be identified to join the hotspot, specifically to support child domestic workers in Lagos. The partner selection process will prioritise small grassroots organisations, ideally led by survivors, with an initial focus on organisation building.

**The role of a Community of Practice (CoP):** The program will follow the core operating model for hotspots, prioritising collaborations among CSOs through a Community of Practice as space for reflection, learning and coordinating actions; regular monitoring visits; and ongoing support to partners by facilitating connections with relevant government personnel. The Nigeria CoP will be an integral part of the Freedom Fund's country-level movement building strategy as it fosters collaboration and joint action, not only among Freedom Fund grantee partners, but it will continue to engage government partners and non-grantee civil society organisations as the hotspot progresses.

**Additional support available to the hotspot's civil society partners:** Alongside the grants provided to our civil society partners, and the convening role the Freedom Fund plays through the community of practice, the following additional program components will strengthen the effectiveness of the hotspot program and support the sustainability of our civil society partners.

- External technical assistance may need to be contracted, based on the needs of the program, and has been included in the budget. From the Freedom Fund's experience and best practices, this could include technical assistance to develop training manuals, the provision of trauma-informed care training for frontline workers, or advice and mentoring to develop and implement a joint advocacy strategy. The Freedom Fund will identify technical service providers who can meet those programmatic needs in coordination with the hotspot partners.
- The Freedom Fund will support partners in using an organisational capacity analysis tool (OCAT), developed by the Freedom Fund, to identify priority areas for strengthening within their organisation. The framework encompasses three key areas: program effectiveness; people, finance and operations; and governance. Based on the findings of the analysis, the Freedom Fund will provide additional funds to each partner to allow them to develop and implement an organisational capacity-building plan.
- The Freedom Fund staff and two external technical advisors on finance monitoring and safeguarding will provide ongoing support and mentorship to partners to ensure they meet U.S. government compliance standards, such as financial reporting and safeguarding. This support, in turn, enhances partners' organisational capabilities to attract new donors.

**Engagement of other stakeholders:** During the pilot phase, the program continuously engaged with a large variety of government officials to ensure their commitment to bringing about positive change for child domestic workers in Lagos. This included representatives from the National Agency for the Prohibition of Trafficking in Persons, the Nigerian Ministry of Labour, the Gender Division of the Nigerian Police, and the Ministry of Youth and Social Development.

Additionally, the Program Advisory Group, established by the Freedom Fund in January 2024, consists of local civil society experts and a survivor of exploitative child domestic work. This group will continue to support and advise the direction of the project. The Freedom Fund will continue to actively engage a diverse community of stakeholders and survivors to ensure that the project accurately reflects the needs of exploited CDWs.

Notably, as part of the development of the referral pathway, other CSOs and NGOs working on related issues in Lagos will be directly involved in the response to exploitative child domestic, broadening the net of actors focused on CDW's protection.

Finally, the Survivor Leadership Fund is currently receiving applications from survivor-led organisations in Nigeria. This round of grants will facilitate the hotspot's aim of facilitating more active survivor leadership on this issue specifically and the movement to address extreme exploitation more broadly.

## Lessons Learned from the Pilot /Inception Phase

The JTIP-funded pilot phase of the program combined research, testing and learning. In partnership with NORC at the University of Chicago, the Freedom Fund conducted formative research in late 2022 and early 2023. The research findings, and practical local knowledge by child protection and anti-human trafficking practitioners in Nigeria, then informed the design of pilot projects to test the effectiveness of a select number of strategies to address exploitative child domestic work. Throughout the implementation of the pilot projects (November 2023-October 2024), the program identified critical learnings collected and documented on a quarterly basis by the Freedom Fund team, culminating in a reflection workshop in Lagos, Nigeria in June 2024.

Civil society partners and government stakeholders agreed that a future strategy to address exploitative child domestic work in Lagos must continue the basic awareness efforts started during the pilot phase. A collaborative and comprehensive prevention and protection strategy will build on these initial efforts, focusing on deeper engagement with child domestic workers, communities and community influencers, as well as service providers and policy makers.

While a final evaluation of the pilot interventions led by NORC is now underway, some of the following lessons learned have been documented already and help to shape the proposed hotspot strategy:

**Public awareness that recognises child domestic workers are vulnerable.** Learning from the pilot phase demonstrates a continued need to shine a spotlight on the vulnerability of CDWs to exploitation and abuse. Public service announcements via television, radio and social media, as well as community theatre, will foster a broader recognition of this issue. It will also support the education of employers/caregivers, brokers, CDWs, and parents on CDWs' rights, legal protections, and channels for redress. Such advocacy should also be disseminated via traditional leaders and community-based structures, as tested during the pilots.

**Norms and the intrinsic nature of child domestic work in Nigerian society.** Related to the point above, the pilot phase confirmed the highly prevalent practice of child domestic work across Nigeria. To build community resistance to abuse and exploitation of CDWs, the engagement of community influencers is critical, such as religious leaders, local kings/ queens and other persons of respect (including market leaders) to enable a longer-term attitudinal and normative change. The pilot phase showed that, because these individuals will often have CDWs themselves, deeper and long-term engagement is required to mobilise them as allies.

**Direct engagement of employers/caregivers of CDW beneficiaries** will be a key entry point for the strategy going forward. While the program needs to build a broader environment of community resistance to the exploitation and abuse of CDWs, the pilot phase has shown that repeated and direct engagement of employers can result in behaviour change. The program will continue to trial messages and different pathways to motivate better treatment of child domestic workers by the households that host them.

**Safe spaces for vulnerable children, and child domestic workers specifically.** Child domestic workers are often isolated from others and do not have access to external support. Safe spaces and direct engagement of CDWs in support groups can create a supportive environment through peer and adult allies. Recognising the importance of agency, this engagement will also create empowerment opportunities for CDWs through knowledge about their rights and life skills building more broadly.

**Role of formal and informal education.** Education can play a protective role for CDWs and can ensure that CDWs have access to better future opportunities. Research findings indicate the potential value of scholarships and bursaries to help the most vulnerable out-of-school CDWs return to school. For CDWs who are unable to return to school, demand-driven vocational and skills training, based on market assessments, complemented with business coaching/start-up support and literacy/numeracy classes, where appropriate, show promise.

**Legal frameworks:** Child labour laws do not apply to child domestic workers in Nigeria, yet many are working in conditions that are illegal for any other type of child labour. Civil society and government stakeholders agree that the program needs to work with government for better legal protections for CDWs at a state and national level.

**Adequate and comprehensive response and support service provision for CDWs.** When cases of exploitative child domestic work are reported and require follow-up support, it is critical that there is a system in place that takes a child-centric approach to identify the child's unique needs and responds in the best interest of the child. The inception phase found a gap in the existing response system, requiring the program going forward to develop a clear referral pathway with all relevant stakeholders/ service providers to be trained to ensure appropriate case management.

## Risk and Mitigation

Nigeria is a new and challenging environment in which to operate. However, while parts of Nigeria are categorised as red by the FCDO (advice against all travel), the hotspot location in Lagos remains green. Nevertheless, recognising the new environment for the Freedom Fund, we commissioned Safer Edge to conduct an assessment of risk, and a detailed mitigation plan was carefully developed and is summarised below.

In addition, the Freedom Fund has developed a Country Security Management Plan (CSMP), part of the Security Risk Management Framework, for Nigeria and is designed to reduce risk to Freedom Fund Staff and its programs, external parties, assets, and operations in the country.

Risk	Mitigation
<b>Political Environment</b>	
<p><b>MEDIUM</b> <u>Social unrest can lead to sudden outbreaks of disturbances and pose incidental risks to business personnel, notwithstanding aggravating traffic jams. Violence can sometimes accompany strikes or protests.</u> The Lagos University (UNILAG) campus, on mainland Lagos, is a frequent starting point for student demonstrations. Most protests cause disruptions in travel infrastructure.</p>	<p>Keeping updated on local developments, through regular checks on local media sources and signing up to alert systems, is an easy and useful way of staying informed about protests or incidents of unrest; Staff should avoid demonstrations or large gatherings as a general precaution.</p>
<b>Crime</b>	
<p><b>MEDIUM.</b> <u>Theft, including armed robbery, remains the most prominent crime associated risk in Nigeria.</u> Most incidents are opportunistic in nature. Bag snatching is common in transport hubs, muggings, and petty theft are more likely to occur in crowded public spaces. An economic recession has led to increased rates of crimes of opportunity such as theft, and even violent crimes of armed robbery in Nigeria.</p>	<p>Undertaking good risk assessment processes, ongoing context monitoring, adequate training, and integration of risk reduction measures into standard operations. Risk assessments undertaken before new programs/activities, field visits and when onboarding new partners, to plan for support.</p>
<b>Terrorism and Conflict</b>	
<p><b>LOW</b> While there remains a credible risk of attacks in Abuja and other large cities by Boko Haram, Lagos, the project location is at lower risk. Risk of attacks increases on religious and national holidays.</p>	<p>Ongoing context monitoring, network building and deference to partner guidance on field visits. Develop framework managing partner support, given the risk levels associated for partners in conducting this work.</p>
<b>Health</b>	
<p><b>MEDIUM</b> <u>Yellow fever, typhoid, malaria, and zika are all present in Nigeria.</u> The standard of care available at medical facilities varies significantly throughout Nigeria. Generally, healthcare in larger cities, like Lagos, is superior to those available rural areas, with hospitals and clinics in large cities being better than those in other smaller towns.</p>	<p>Strong travel procedures were established and will be followed. First aid training to be arranged, and mapping nearest medical support facilities. Adequately resourcing partners and field visitors with equipment, such as first aid kits and anti-malarials.</p>

Natural Hazards	
<b>LOW</b> The <u>most common natural hazards in Nigeria are floods, drought, bush fire and landslides</u> . Floods each year cause the most damage of the natural hazards in Nigeria, including Lagos.	Avoid exposure where possible but maintain preparedness for the possibility of occurrence. Good travel procedures will significantly reduce risks from natural hazards (similar to the above). Furthermore, budget to ensure adequate protection will be key (ranging from types of vehicles hired, preparedness kits).
Travel	
<b>MEDIUM:</b> <u>Road accidents in Nigeria are a source of concern.</u> Lagos and other large cities, where traffic conditions are busier than in rural locations, are higher risk for road accidents. Long distance overland travel is not recommended wherever possible due to risks of crime and road traffic accidents. Flying is the most practical and safest way to travel long distances within Nigeria.	If staff are using a driver, ensure that the driver is reliable, practices safe driving standards, and should preferably speak both English (or native tongue of staff travelling) and the local language; Vehicles used should be low-profile – without logos – and with Nigerian licence plates.

## Monitoring, Evaluation and Learning

The M&E plan for the program is designed to ensure that the activities and outcomes align with the aims of the program at multiple levels: program, partner, community and internally. The M&E plan will facilitate continuous learning and adaptation, with an emphasis on utilising developmental evaluation approaches to respond effectively to the complexities of the context and will be reviewed regularly.

### Program Level: Continuous documentation and collection of lessons learned

**Objective:** To contribute to a robust evidence base for future interventions and policy advocacy.

**How:** The Freedom Fund will systematically identify, and document practical lessons learned during the implementation phase to refine and inform a sustainable long-term strategy for addressing exploitative child domestic work in Nigeria. This iterative learning process will include periodic learning calls with each partner, and joint reflection sessions during community of practice meetings.

### Program level: Progress evaluation

**Objective:** To assess the project's progress (and barriers) towards the hotspot objectives, as well as to review the quality of implementation by the Freedom Fund and our partners. The evaluation results will be used to inform the scope of work and type of partners for any future phase.

**How:** Toward the end of year two, an external JTIP-funded review will assess the hotspot's progress towards its objectives. This will include a review of the Freedom Fund's internal documents and interviews with stakeholders. Partners will receive visits from the external evaluator to review their performance against the criteria developed during the solicitation phase to ensure quality of implementation.

### Partner level: Feedback mechanisms

**Objective:** To empower partner organisations to continuously improve their projects based on stakeholder feedback.

**How:** Through regular monitoring, gather insights from project beneficiaries and stakeholders; encouraging partners to use feedback to make real-time adjustments to projects; promoting, through the CoP, sharing of knowledge to program reviews and strategy discussions.

### Community level: Surveys and focus groups

**Objective:** To understand and respond to the needs and perspectives of the community.

**How:** Facilitating focus group discussions to gather in-depth qualitative feedback from different community segments, and to capture the views and experiences of the community on needs and impacts.

**Freedom Fund level: Cross-learning between CDW-focused hotspots**

**Objective:** To facilitate shared learning between hotspot to improve the effectiveness of each program.

**How:** Hotspot teams will schedule periodic catch-ups to share plans, challenges and opportunities; in addition, partners of each hotspot will be encouraged to attend the quarterly calls of the Freedom Fund-led Peer Learning Group on Child Domestic Work to encourage cross-sharing and learning.

## Budget and Funding

	<b>Year 1 (USD)</b>	<b>Year 2 (USD)</b>	<b>Total (USD)</b>
<b>PROGRAMMES</b>	<b>615,000</b>	<b>677,200</b>	<b>1,292,200</b>
Grants to partners	535,000	535,000	1,070,000
Technical Assistance	41,000	41,000	82,000
Capacity building/ compliance	27,000	27,000	54,000
Partner Meetings	10,000	12000	22,000
Program Advisory Group	2,000	2,200	4,200
Evaluation		60,000	60,000
<b>OPERATIONS</b>	<b>28,800</b>	<b>31,680</b>	<b>60,480</b>
<b>STAFF COST</b>	<b>302,479</b>	<b>317603</b>	<b>620,082</b>
Direct staff	183,394	192,564	375,958
Indirect staff	119,085	125,039	244,124
<b>TOTAL HOTSPOT</b>	<b>946,279</b>	<b>1,026,483</b>	<b>1,972,762</b>
JTIP funding secured	750,000	750,000	1,500,000
Core funding allocated	196,279	276,483	472,762