

BASELINE SURVEY REPORT ON CHILD LABOUR IN GLASS BANGLES INDUSTRY HYDERABAD

**SUBMITTED
TO**



**THE INTERNATIONAL LABOUR ORGANIZATION (ILO)
(ILO-IPEC TBP PROJECT)**

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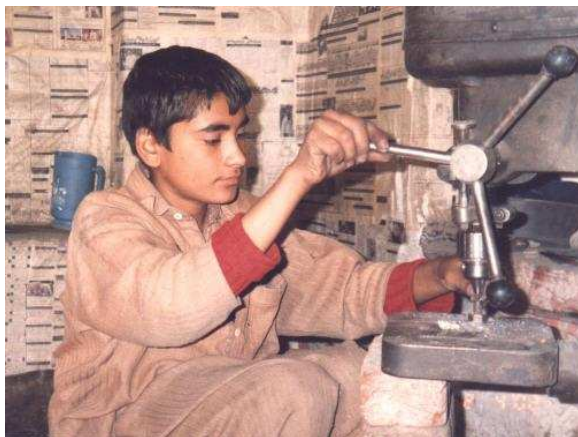
Sampling Design by Federal Bureau of Statistics (FBS)



AKIDA Management Consultants
Lahore – Pakistan – Implementing Agency

PHOTOGRAPHIC COVERAGE OF BASELINE SURVEY





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ABBREVIATIONS & ACRONYMS

AKIDA	Al-Khalil Institutional Development Associates
BLS	Base Line Survey
CCF	Child Care Foundation
CL	Child Labour
CLS	Child Labour Survey
CRC	Convention on the Rights of the Child
CV	Co-efficient of Variation
CWC	Carpet Weaving Child
EDP	Electronic Data Processing
FBS	Federal Bureau of Statistics
FG	Focus Group
FGD	Focus Group Discussion
GoP	Government of Pakistan
ILO	International Labour Organization
ILO-IPEC	International Labour Organization-International Programme on Elimination of Child Labour
LFS	Labour Force Survey
MOU	Memorandum of Understanding
NFE	Non-Formal Education
NFS	Non-Formal School
NGO	Non Governmental Organization
NWFP	North West Frontier Province
OHS	Occupational Health and Safety
PCMEA	Pakistan Carpet Manufacturing & Export Association
PCO	Population Census Organization
PPS	Probability Proportion to Size
RA	Rapid Assessment
SAFWCO	Sindh Agriculture & Forest Workers' Coordination Organization
SIMPOC	Statistical Information & Monitoring Programme on Child Labour
SPSS	Statistical Package for Social Sciences
TBP	Time Bound Programme
ToR	Terms of Reference
UN	United Nations
UNICEF	United Nations Children's Fund

PROJECT TEAM

The complementary key team comprised of management, statistical and survey experts, experienced field researchers, sociologists and Focus Group facilitators, as outlined below:

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FIELDWORK RESEARCH TEAMS:

Fieldwork was carried out under the supervision of senior consultants by the trained AKIDA's full time staff & researchers' pool from Hyderabad, selected in consultation with SAFWCO.

DEFINITIONS

Child Labour/Working Child:

The definition of child labour is derived from ILO Convention No. 138 on minimum age for labour and ILO Convention 182 on the worst forms of child labour. Child labour refers to work that:

- Mentally, physically, socially or morally dangerous and harmful to children; and
- Interferes with their schooling by,
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely; or
 - requiring them to attempt to combine school with excessively long and heavy work.

ILO Minimum Age Convention No. 138 and Recommendation No. 146 establish the ultimate goal for the effective abolition of child labour and provide for the setting of a minimum age for employment or work as the yardstick, particularly for hazardous industries, the age limit specified is all children below age 18. Therefore, in this survey, child labour is referred to children from 5 to 17 or <18 years of age, working full time (≥ 6 hrs/day) or part time (< 6 hrs/day) in surgical instruments manufacturing unit.

Contractor:

Contractor is a person who is a mediator between the employer and child labour/families.

Control Group:

Group of school going children (5 to 17 years of age) who are not working in any industry. This group is used for comparison with the child labourers/working children.

Dropout Child:

Child who left the school for any reason e.g. parents didn't want the child to stay in school, parents didn't have enough money, want to help the family financially, like to learn vocation, low academic achievement, education was pointless etc.

Employee:

A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece-rates or pay in kind.

Employer:

A person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees. In this survey, owner or manager in absence of the owner, was considered a proxy for the employer.

Establishment:

According to International Standard Classification of All Economic Activities (ISIC), an establishment constitutes an autonomous part of an enterprise, which exclusively or principally carries out a single type of economic activity at a single physical location. This may be a farm, mine, factory, workshop, store, office or other type of unit.

Family:

A group of persons related by blood or marriage, who may not necessarily be residing at the same place, or in the same city.

Hazardous Activity:

Article 3 (d) of ILO Convention No. 182 on the worst forms of child labour, defines hazardous child labour as “work which, by its nature and circumstances in which it is carried out, is likely to harm the health, safety or morals of children.” The harm involved could arise from a range of hazards including following:

Accident hazards

Where there is risk of falling, being struck by objects, being caught in or between objects, being cut or burned.

Biological hazards

Where there are dangerous animals and insects, poisonous or sharp plants, risks of exposure to bacteria, parasites or viruses.

Chemical hazards

Where there are dangerous gases, liquids or solids (vehicle exhaust, glues), agro-chemicals (pesticides, herbicides, insecticides), explosives or inflammable materials.

Ergonomic hazards

Where the workplaces are badly designed. The work requires lifting or carrying or moving heavy loads, repetitive or forceful movements, or awkward work postures.

Physical hazards

There are extreme temperatures, noise, bad position at work, exposure to bad weather, vibrations, or radiation.

Psycho-social hazards

There is stress, hard or monotonous work, lack of control or choice, insecurity, harassment, or abuse (sexual or violence).

Working conditions hazards

Where there are long working hours, night work or work in isolation.

Household:

A household is defined as a person or group of persons who live together in the same house or compound, *share the same housekeeping arrangements* and are *catered to as one unit*. Members of a household are not necessarily related (by blood or marriage). However, in this survey a family having a separate kitchen is considered a household.

Model Value:

Most frequently recurring numerical value in the data. Mode (model value) is one of the measures of central tendency.

Null Hypothesis:

A statement that may or may not be true and is set-up for possible rejection in the hypothesis testing.

Level of Significance:

It is probability of rejecting the null hypothesis when it is true

***p*-value:**

P value is the minimum level of significance at which the null hypothesis is rejected

Parent:

Father, mother or guardian (in case both father and mother are deceased) of interviewed working child

Pre-coded Questionnaire:

A questionnaire in which codes are pre-assigned to different responses to the questions for the ease of interviewer and data processing

Sampling Frame:

A Complete list of elements in population from which the sample is drawn

Teacher:

Teacher of the class in which control group child is studying

Zakat/Bait-ul-Mal:

Under an Islamic injunction, Zakat is an annual voluntary deduction, being approximately 2.5% of value of an individual's movable property such as cash, gold and stocks. In Pakistan, it is collected by Pakistan Bait-ul-Mal - a Central Board of Revenue like Institution for judicious management and distribution of these funds to the poor, sick, indigent, destitute and suffering.

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EXECUTIVE SUMMARY

Background

1. The Baseline Survey (BLS) in Hyderabad is a part of the preparatory phase of Pakistan's Time-Bound Program [TBP] for elimination of worst form of child labour, by generating relevant information about child labour in the glass bangles industry. Three other BLSs were also conducted, namely, coal mines in Chirat (Noshera) and Chakwal, tanneries in Kasur, and surgical instruments manufacturing in Sialkot.
2. The BLSs were conducted by AKIDA Consultants, Lahore Pakistan, under the guidance and supervision of SIMPOC and in association with /under the supervision of the Federal Bureau of Statistics (FBS). The latter was primarily responsible for Sampling Design.

Study Findings

Survey Estimates of Child Labour

3. Using the appropriate weights, the sample estimates were worked out to establish number of children in glass bangles industry. The glass bangles industry of Hyderabad is estimated to involve 9,584 children. Age and gender-wise estimated number of children in Hyderabad is:

Gender	Age Group			Total	% age
	5-9	10-14	15-17		
Boys	725	3219	2834	6778	70.8
Girls	275	1229	1302	2806	29.2
Total	1000	4448	4136	9584	100.0

4. A fair incidence of child labour was evident from the study. Most of the working children came from poor households and had illiterate parents. Main reason for children to be working or dropping out of schools was poverty. Children, particularly younger ones, earned low wages. Absence of the culture of occupational safety, escalating the work hazards, particularly for younger kids was highlighted by the survey. Many children thought there were incompatibilities between schooling and work regarding time and money, and that they would prefer to be at a school, if arranged. Pertinent findings are listed below:

Demographic and Economic Characteristics of the Household

- The average household size having working children covered in this BLS was 7.6 with 78.3% having a family size of six to ten. The average monthly household income for the family was Rs.4,936. Considering an average household size of 7.6, the average monthly income per person in the households of working children comes out to be Rs.649. This level of income puts these families slightly below the poverty line of Rs. 750 per capita in 2002-03.
- Children tend to adopt the type of profession their fathers do. Nearly 61% of the children mentioned their father actually worked in the glass bangles industry.

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- Mothers reportedly had a very high illiteracy rate of 80.2%. Fathers' illiteracy was relatively lower i.e. 62.7%.
 - Of all working children, 85.7% were not school going and were working full time. The proportion of children who were working full time with part time school was 9.2%.
 - Contrary to the belief that working children tend to come from broken homes, a great proportion (89%) of children in our sample had both parents living together. Only about 7% had a widow mother.

Educational Achievements and Activities

- Roughly 86 percent working children worked full time. A considerably smaller proportion of workers did both work and study on part time basis. More boys were full time workers (87.2%) than girls (79.8%).
- Of the children working in glass bangles industry, 55% mentioned they could read, and 44.9% said they could write. Literacy rate, in terms of ability to read was almost same for boys (55.3%) as for girls (54.3%). The literacy rate in terms of their ability to write was slightly lower for boys (44.6%) than girls (45.6%).
- A sizeable proportion of child workers never attended a formal school or obtained education in an informal education setting. Only about 7% children were working as well as attending a formal school, whereas another 7% were getting education in an informal setting at the time of the survey.
- All the dropouts indicated the single reason for actually dropping out of school; "wanted to help family financially".
- School dropouts gave interesting yet useful suggestions for attracting, retaining, and improving the performance of working children in school. There was a tie between two response categories "more evening schools", and "schools with shorter duration of study day" at 28.6% each. Another 25.7% suggested that free education will be helpful in attaining this goal.
- The highest proportion mentioned that they dropped out of school because they wanted to help the family financially (41.9%), followed by 32.6% who said their parents did not have enough money, and "teachers treated badly" (9.3%), and "parents did not want me to stay at school" (7%).

Financial Aspects

- In 82.9% of the cases father supported the family. Children themselves supported the family in 42.7% of the cases whereas mothers supported in 12.6% of cases. Brothers (30.1%) and sisters (11.0%) were also economically active in some cases.
- Working children mostly earned very low wages. Over one-half of the entire sample made less than Rs.1,000 per month.
- The average family income varied by age group and gender category, with younger children and girls making relatively smaller amounts of money.

Working Conditions and Health Hazards

- The average duration (mode) of work in the industry was 2 years. A majority of children (58%) had worked for three years or longer in the bangle industry.

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- Parents in most cases are the ones who put the child to work. Of all working children, roughly 62% had put them to work. Another 25.9% mentioned it was their own decision.
 - The modal age for starting work among the sampled children was 10 years. Over 60% started working at the age of 10 years or under.
 - The average duration of work per day for the children in bangles industry was 8.5 hours. Most children work full time, six to seven days a week (94.5%).
 - Most children (70.2%) in our sample mentioned they seldom get penalized by employers. Roughly one in every four indicated they sometimes get penalized, whereas only a small minority (1.9%) mentioned they get penalized mostly.
 - When asked, who were they afraid of, most of them (37.0%) were afraid of their father, with greater percentage of boys (39.4%) feeling so than girls (27%). A substantial proportion of children expressed fears related with employer or contractor (12.9%), police (11.5%), dogs (10.0%), and big boys (3.9%).
 - Of all the tasks in bangle-making process, designing is safest. Roughly 27% of the children were working as designers. Another 11.4% were involved in miscellaneous tasks which may or may not be hazardous. Rest of the processes that were hazardous in nature, including heat treatment or Paklai, melting, cutting, straightening, and the like, engaged the remaining 61.6% of children.
 - Nearly 58% children mentioned they have had sickness or injury "sometimes" due to work. There were 10% who mentioned "mostly" being injured or sick.
 - The most frequent injuries and sicknesses at the time of survey were fever for 35.5% of the children, skin disease for 12.9%, and a tie at 9.7% each for three categories, namely, cuts and wounds, back pain due to heavy load and headache.
 - Over half of the working children consulted a medical professional in case of injury
 - Given the hazardous nature of the various processes in the bangles industry, a remarkable proportion of children (96%) did not wear any protection.
 - The modal age for starting work the first time by the sampled children was 10 years. The modal age for those children who were studying as well as working was greater (12 years).
 - There were over 38% such children in our sample who had to leave school in favour of work.

Personal Behaviour

- Over 14% children in bangles industry reported that they did not get enough food. It is the highest proportion when compared with 4.2% of children working in coal mines, 5.3% working in surgical instruments manufacturing, and 9.2% working in tanneries.
- Over 6.5 percent children reported that they smoked cigarettes. A small proportion (1.4%) mentioned using drugs. Regarding the time since smoking, about 30% had been smoking for over two years and one-third had been smoking for over a year but less than two years.

Personal Information and Perception

- Another remarkable finding from the survey is that over 61% children said they would go to school if one was arranged for them.

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- Exactly 50% mentioned they would prefer full time formal education. Another 29.2% percent showed preference for formal part-time education.
 - The most preferred future profession turned out to be becoming a businessman (17.4%), followed by becoming a teacher (10.7%), a doctor (10.5%), an industrial worker (9.9%), a mechanical worker (7.8%), a government employee (6.4%), and armed forces (5.2%).
 - Another important finding of this study is the mention of abuse in job by 29.5% working children in the glass bangles industry. Roughly 18% mentioned having experienced a heavy abuse.
 - In bangles industry poor or bad levels of cleanliness, lighting, and ventilation were reported by 8.9%, 12.6%, and 18.8% of the working children respectively.
 - Over 24% thought the work tools used at their workplace were unsafe, while 15.2% did not want to comment on this issue.
 - Nearly 69% said they would not recommend the job in the same industry to their siblings.

Perceptions of Children about School and Work

- Most school going children (86.4%) thought all school teachers treat children well. In contrast, the proportion of non-school going children who thought all school teachers treat children well was relatively lower (73.7%), and that of school drop outs was still lower (67.4%).
 - As to the most preferred reason for attending the school, 74% of the children who were school going and the same proportion of those school dropouts thought that learning process was the most compelling reason to go to school. Interestingly, in case of those who were attending school as well as working, a considerably lower fraction (48.8%) selected this category. Among the dropouts, 19.4% mentioned that one of the reasons for going to school was to be with friends. This means they were partially interested in schooling for a satisfaction that can be achieved at the workplace, or being idle as well.
 - Those who were school dropouts mentioned financial constraint such as "cannot afford" as the primary reason for disliking school attendance (71.4%). In contrast, among those going to school as well as working, only 8.3% thought the issue of affordability was the reason to hate school attendance. Don't like the subjects (16.7%), the school day is too long, school is unpleasant, and don't do well in school (8.3% each) were other reasons given by the student workers.
 - Over 61% school going, 56% student workers, and 50% dropouts mentioned lack of computers as the most lacking facility. Lack of good playgrounds, canteens and outdoor sports facilities were the other facilities needing attention.
 - A clear majority of 60% said they liked their work. But majority of the children mentioned they will not recommend this work to their siblings. This is perhaps an indication that children are willing to sacrifice but they would not like for their siblings to be in the same situation.
 - When parents were asked if they were happy about their children's work, a majority (80%) said they were not
 - To the question on what future professions would they desire to have, most (17.4%) children in the bangles industry said they would like to become businessmen. Other most desired future professions were doctors (11%), teachers (11%), industrial worker (10%), and mechanical worker (8%).
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- Parents had comparatively different preferences for the future profession of their children with teacher (29%) attracting the most frequent response followed by industrial worker (16%), mechanical worker (11%), and tailor (5%). Interestingly in contrast to children's choice for becoming a doctor, parents were perhaps more practical and did not show any preference for this profession.
 - The most important benefit to parents from child's work was the financial contribution made by the child through his or her work as 76% of the parents indicated this benefit. The next important reason was to help in family vocation (12%) followed by apprenticeship or learning a trade.

Employers' Views

- Nearly 36% employers admitted that parents were indebted to them and that is why children worked for them.
- The average daily income of an employer in the bangles industry is Rs.459 per day. This indicates that children work along their parents for small contractors.
- Over 68% employers acknowledged having knowledge about legal aspects of child labour.
- In glass bangles industry, roughly 60% employers thought educated workers were more efficient.
- Over 88% employers in this industry mentioned that they were in favour of opening non-formal schools in their area.
- A large proportion (78.8%) of employers was in favour of employers' participation in the management of non-formal education (NFE) schools.
- Even more encouraging is the fact that a large proportion (62.5%) of employers indicated they would contribute financially to make the schooling effort more sustainable.
- Most employers (87.5%) mentioned they would be willing to spare child workers for NFE.
- Interestingly though, when employers agree to the idea of non-formal schooling, a majority of them are in favour of a permission for 2 hours (60.7%), or 3 hours (21.4%) participation in NFE. There were only 3.6% employers who thought they will permit participation for 5 hours or more.

Teachers' Views

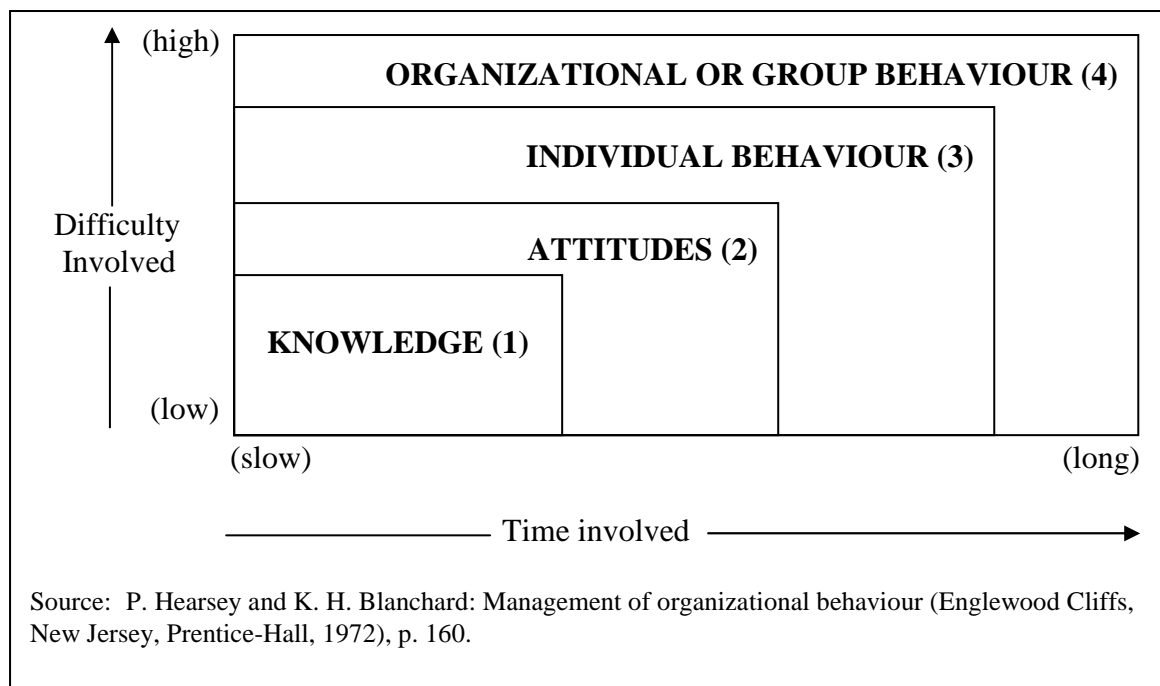
- Most teachers (81.9%) thought that financial contribution to aid their family was the most important reason for children to work.
 - The child labor was thought to effect children's ability to concentrate (45%), their ability to perform (35%), and to memorize (15%).
 - Teachers also mentioned that schools provided "teaching support" (50.0%), "psychological and emotional support", and "financial support" (21.4% each).
 - Work was thought to cause psychological problems for children as 50% pointed to "lack of confidence", and 40% mentioned "depression".
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- Of various kinds of possible physical hazards of child labour, frequent illness was most frequently (65%) mentioned by the teachers. Injury was mentioned by 25% as a possible physical hazard. Permanent disability was perceived to be a threat only by 10% of children.
 - Among the most common reasons for children's drop-outs, teachers physically punish students (90%) was the predominant.
 - Regarding the perceived differences between students who work and those who just study, 50% thought they behave differently in class, 30% thought there were differences in academic performances, and another 10% were mentioned a difference in relationship with their school mates.
 - Like students, teachers (44.4%) also thought that availability of computer labs was the most essential facility. Frequency of responses for other facilities was 27.8% for sports facilities, 22.2% for libraries, and 11.1% for scientific labs. Since the respondents were allowed multiple responses, 38.9% mentioned a variety of other facilities.
 - Regarding how common was the child labour in school, 71.4% thought there were "many cases" of child labour in school. Only 4.8% said there were no known cases whereas the remaining 23.8% thought there were a few cases.
 - Free education for children was thought to be an important strategy by exactly 50% of the teachers, if schools were to attract and retain more children or to improve their performance.

Recommendations

5. In order to eliminate worst forms of child labour, both preventive as well as corrective strategies are proposed.
6. Successful intervention models are founded on the fact that change in knowledge may be easier to bring about, change in attitude requires relatively longer time frame, and the change in mind set and behavioural change, the longest. It is recommended that the interventions be phased out in a time-bounded manner. In addition, change strategies should be gender equitable and age specific.

Time span and level of difficulty involved for various levels of change is indicated by exhibit on next page:



Adopted from: Milan Kubr (ed.). 1996. Management Consulting: A Guide to the Profession (Third Edition). Geneva, International Labour Office (ILO). P. 75

GENERAL AND POSITIVE ACTION STRATEGIES

The following general positive actions strategies are recommended:

Change in Attitude of Stakeholders

- Awareness seminars, advocacy workshops, and counseling sessions geared toward parents ought to be arranged for gaining their confidence and for raising their awareness about the ill-effects of child labour concerning their children. These counseling services should highlight the alternatives to child labor, including formal or non-formal education, and apprenticeship. Parents are to be educated about the benefits of schooling in terms of increased efficiency and income, and demonstrating that child labour in some cases is futile, considering the meager amount of income associated with it.
- In addition, the attitude change should be sought through innovative learning technique such as sharing glorified visual images of "best practices" in the particular industry and in other industries.
- Similar services (as in two paragraphs above) for gaining employers' confidence must be arranged for building support for struggle for elimination of child labour. The research reveals that employers target child labourers because they perceive children to be a cheap source of labour, as well as more malleable workers. This implies urgency in sensitizing employers about need to eliminate child labour.
- Carefully designed educational and informative conferences and/or seminars to be arranged to restore the self esteem and dignity of labour.
- Labour Department working with industry should work with a missionary zeal in order to accomplish an eventual elimination of labour in a reasonable time frame.

They should maintain and improve the dignity of the Department by setting and accomplishing reasonable short term and long term goals.

Poverty Alleviation

- Various steps aimed at family's alternative income generation and poverty alleviation should be seriously addressed by Federal, Provincial and District Governments with involvement of international and non-governmental agencies.
- The problem of child labour can be managed effectively if poverty problem is worked out effectively, through income generation projects for parents as well as through fair and equitable access to safety nets such as zakat funds, baitulmal, and other benevolent programmes. Poverty alleviation efforts of Federal and Provincial Governments' PRSP (Poverty Reduction Strategy Paper) should coincide well with and reinforce Time-Bound Programme's endeavours targeted at gradually phasing out child labour from the country.

Formal Schooling, Non-Formal Schooling and Vocational Training

- Given the fact that poverty was underlying reason for majority drop-outs, provision of free and subsidized education is recommended at formal schools.
- Formal School Teachers should be trained to adopt child-friendly teaching methodologies and attitudes in order to reduce the risk of drop-outs.
- After successful experiences in carpet and soccer ball industries, non-formal education schools or NFESs and vocational institutes should be established for children. Apart from abridged traditional program of study, the training at NFE schools should, interalia, include vocational training and health and safety education. NFE schools are particularly essential to stop supply of labour at the source, alternative sources of productive engagement are also to be made available to children.
- Education should also be made more affordable, particularly for the children from poor families. For working children, evening schools and school with shorter duration should be arranged.
- Quality of education should be enhanced and education should be made attractive and relevant to help reduce the tendency to drop out of school. This is in line with the findings of this study that an overwhelming majority of school-going children showed an inclination to go to school, if one was arranged for them.
- Issues concerning child labour, including information about the hazardous nature of child labor, and gender biases should be incorporated into the educational curriculum of formal and non-formal schools for both males and females students.

Occupational Health Hazards and Safety Measures

- Till child labour is totally eliminated, the culture of occupational safety is to be promoted in all industries by raising awareness through advocacy seminars. Those awareness-raising advocacy seminars should be arranged at worksite and/or at community level, and should also be used for educating children about ill-effects of child labour, and raising awareness about the value of education and other positive alternatives. The Occupational Health and Safety (OHS) study recently undertaken by ILO which yields detailed insights on the issue.

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- In addition to seminars, workshops and group meetings must also be arranged on a sustainable basis, to promote norms for adopting preventive health measures through use of gears and gadgets, such as face mask, protective eye glasses, special boots/shoes, gloves, and head cover etc.
 - Ongoing awareness seminars built upon adult learning methodologies must be arranged at worksite for employers, to educate them about ways of alleviating work hazards.

Improved Legislative Measures

- ILO Convention 182 requires changes in legal definition of age for child labour to be raised to 18 years, instead of 14 years. However, in doing so, the implementation should be time bounded carefully, so that the labour market is not disturbed due to abrupt changes. Steps ought to be taken to develop relevant legislative measures based on regulatory and punitive measures, to effectively prevent employment of children in all industries for different age groups: age 5-9 years, 10-14 years and 15<18 years as considered prudent.
- Steps must be taken for proper enforcement of existing child labour laws. Till the incidence of child labor is completely eliminated, increased protection to child workers should be provided against violation of their rights and against unsafe industrial practices involving children. High powered mystery clients may monitor adherence with safety standards, in addition to the Labour Department and ILO monitors.
- Further study should be carried out by combined task force consisting of subject specialists to study the nature of chemical and other hazards associated with various tasks in bangle manufacturing.

Partnerships and Capacity Building

- ILO should consider building essential alliances with reputed NGOs and consultation agencies working in the child labour issues to use them as catalyst-facilitators, trainers and monitors in working toward the common goal of reducing child labour and its ill effects.
- In order to rectify the problems facing child labourers, cross-agency partnerships should be prompted till the operations are fully streamlined and self sustained. These partnerships are to be supported by ILO and jointly planned and monitored by ILO and Government Agencies, in association with relevant international agencies such as UNICEF, and United Nations Department for Assistance Framework (UNDAF), the other related Government Departments and other stakeholders.
- ILO should organize forum(s) for building consensus among various stakeholders such as Non-Governmental Organizations, labour unions, and employers to formulate and adopt effective line of action to help reduce child labour and improve their working conditions.
- Cost effective innovative transformations geared toward capacity building of the District level labour departments, District Governments, Provincial Planning and Development Departments, and NGOs. The aim of the training should be to inculcate learning about a proactive work culture with a missionary zeal.

Media (TV, Press, Radio etc.) Support

- Various media must be involved in creating a broad-based awareness regarding child labour issues, including formal and vocational education. Effective IEC (information, education and communication) materials to be created and to be disseminated to press and other media in order to create awareness and to win their support. Electronic media is to be used as an effective partner in the struggle against child labour. In addition, strategies should be made, including conducting conferences, meetings, workshops and conferences in order to motivate electronic media and to gain its confidence, later to be used to promote awareness and provide general education.

Ongoing Monitoring of Intervention

- A follow-up survey along the line of BLSs may be conducted midway through the interventions after their completion, in order to assess the effectiveness of the interventions.
 - Third-party evaluations may also be conducted for monitoring and evaluation of the TBP.
7. In addition to the above actionable strategies commonly applicable to all four industries, recommendations specially applicable to surgical instruments are outlined in the following paragraphs.

SPECIFIC STRATEGIES

- NFE Schools and vocational institutes should be developed for providing non-formal education to both male and female children. In accordance with the target population of children, one NFE school for every 40 children in the target population should be established. The younger children of ages 5 to 9 in this industry should particularly be targeted for possible exclusion from the industry.
- Both formal and informal schooling as well as vocational training for boys and girls, should be made more attractive, affordable and accessible. This stems from our finding that the family income was among the lowest in this industry.
- Different interventions would work for families with considerably different incomes. Arrangements for the skill development and apprenticeship activities must be made for children who cannot afford schooling. In some cases, alternative income generating project for the poorest families should be arranged, otherwise, it may not be possible for families at extreme poverty levels to survive without the working child's income.
- In bangle-making process, designing is the most hazardous task, because chemicals are used in this process. Roughly 27% of the children were involved in this task. Younger children (5-9 years) were involved in this task fairly frequently (25.6%). Interventions should focus on strict measures to exclude all children, particularly younger children from the designing stage.
- Parents should be targeted for awareness raising vis-à-vis *peshgy* (cash advances) that diminishes their negotiation powers and increases their children's vulnerability to exploitation and unnecessary involvement in child labour to meet unreasonable deadlines given by the employers.

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- In way of capacity building, Hyderabad District Government should take all necessary measures to deal with the child labour effectively, including recruitment and training of more females.

I. INTRODUCTION

Background

1. In order to fulfill international commitment under ILO Convention 182 on Worst Forms of Child Labour, the Government of Pakistan, with ILO-IPEC's technical assistance, is in its preparatory phase of the Child Labour Time-Bound Program [TBP], initiated in 2001, to eliminate child labour in the country. This action research is the second step of TBP's preparatory phase, conducted primarily to generate relevant information on one of the identified Worst Forms of Child Labour namely in glass bangles manufacturing industry in Hyderabad. The other three BLSs are coal mines in Chirat (Noshera) and Chakwal, tanneries in Kasur and surgical instrument manufacturing in Sialkot. In addition, Occupational Safety and Hazards (OHS) studies were also conducted between May and August 2003 by an independent agency, Centre for the Improvement of Working Conditions & Environment, Labour & Human Resource Department GoPb in six industries including above four industries & rag pickers and 'deep sea fishing, sea food processing & ship breaking'.
2. As a first step during 2002 and 2003, through tri-partite consultations with stakeholders, a national level list of 29 hazardous industries was developed under the umbrella of the Ministry of Labour. In order to understand the underlying causes for high rate of dropouts and to determine the extent of linkage between school dropout and child labour, the School Dropout Surveys have also been conducted; the results of which have been reported along with the findings of the BLSs. Qualitative information was also collected through Focus Group Discussions (FGDs), and Key Informant Interviews, prior to and during BLSs, to complement findings of the BLSs. In additions to the BLSs and School Dropout Survey, two Rapid Assessments have also been undertaken (not being reported in this document).
3. The third and fourth steps of the TBP will address policy reviews and capacity building. In the third step, reviews of the national policies will be carried out to determine the extent of enabling environment that exists in Pakistan. In the fourth step, sensitization and training of various stakeholders and mobilization of the community will be undertaken with respect to the TBP and worst forms of child labour.

Objectives and Scope of Base Line and School Dropout Surveys

4. The main purpose of the BLS was to establish reliable and verifiable data on the bangles manufacturing industry in Hyderabad in terms of the nature, magnitude, causes and consequences of the worst form of child labour. Following are the specific objectives for this Baseline Survey:
 - 4.1 To assess the extent of worst forms of child labour in Glass Bangles Manufacturing Industry, District Hyderabad

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- 4.2 To obtain statistical inferences about a larger population in Glass Bangles Manufacturing Industry, District Hyderabad.
 - 4.3 To develop a profile of children working in Glass Bangles Manufacturing Industry, District Hyderabad
 - 4.4 To obtain quantitative and qualitative information on the nature of the child labour problem in Glass Bangles Manufacturing Industry, District Hyderabad
 - 4.5 To understand the underlying causes for high rate of dropouts in Tehsil Hyderabad, District Hyderabad
 - 4.6 To determine the extent of linkage between school dropout and child labour in Tehsil Hyderabad, District Hyderabad

Labour Market Dynamics

5. Pakistan's population is growing at 2.1 % per annum, and as a result 3.1 million persons are being added each year. It is estimated that by 2020 Pakistan's population will reach 217 million. Almost one-third of Pakistanis are living below poverty line.
6. On the basis of Pakistan's estimated population of 149 million for midyear 2003 and the participation rate of 28.97 per cent, the total labour force comes to 42.75 million, of this 29.69 million or 69.45 % is in the rural areas and 13.06 million or 30.55 % in the urban areas. The labour force participation rate for agriculture was 42.1% and that in non-agriculture sector was 57.9% in the years 2001-2002 (FBS, Labour Force Survey 2001-2002/2003).
7. Employed labour force in 2003 is estimated at 39.41 million compared to 38.57 million in 2002. The unemployment rate in 2002-03 was 7.8% compared with 6% in 2000-01.
8. Pakistan has been facing the ever largest adolescent population, because of its high level of fertility over the last few decades. (Decline in the fertility is a very recent phenomenon). The adolescent population in the age group of 15-24, as it enter into its reproductive phase embodies potential population growth for several decades. It constitutes population momentum with serious implications for provision of schooling, healthcare and other basic amenities of life for the coming decades.
9. The increasing number of population has resulted in low level of human development, low savings and investment ratio, low labour force participation rate and low per capita income.
10. With poverty rampant in the country and unemployment on the rise., the adult labour faces difficulties in finding jobs, and poor families push their children in the labour force in anticipation of supplementary income for the household. On the demand side, employers find it lucrative to employ child workers at low wages as enforcement of laws against child labour is weak. The 1996 child labour survey conducted by the FBS estimated the extent of child labour at 3.3 million (8.3 %) of the total 40 million children.

Structure of the Report

11. This report contains four sections namely, Introduction, Literature Review, ‘Survey Design, Methodology & Estimates’, Findings of the Quantitative Research (Field Interviews) and an annexure containing reference tables. Appendices, containing the instruments of the study and detailed tables are provided in a separate document. The format of this report, particularly of sections I, II & III is similar to other three reports, namely, Child Labour in Surgical Instruments Manufacturing Industry-Sialkot, Coal Mines-Chirat, Chakwal & Shangla and Tanneries-Kasur.

II. Literature Review

12. This section presents review of relevant literature in order to attain conceptual and methodological guidance for this study. Existing studies portray various common themes and issues surrounding child labour in general and those involved in four industries of our focus in particular, bangles, tannery, surgical instrument manufacturing and coal mining industries. A general synthesis of these studies around emerging themes precedes the individual summaries of these studies.

GENERAL SYNTHESIS

Reasons for Child Labour

13. Involvement of children in industrial labour is characterized by two major “push and pull” factors. Employers target child labourers for a variety of reasons including cheaper wages, legal vulnerability of child labourers due to ineffective enforcement of rules, and their malleability in face of hazardous and undesirable work conditions [4]. Parents involve their children in labour force in anticipation to supplement their incomes [2].
14. A major national level survey conducted in 1996 indicates that most cogent reasons given by parents/guardians for letting their child to work were to assist in house enterprise (69%) and to supplement household income (28%). The reasons of assisting/helping in household enterprise were more important for girls (76%) compared to boys (66%). Similarly, in rural area the major reason of assisting in household enterprise (74%) was reported by parents/guardians while in urban area the main reason was to supplement household income (61%) [1].
15. The Employment of Children’s Act 1991 has inherent weaknesses as regards the definition of the child, the exemption granted to children working alongside their families in hazardous occupations, the mild penalties imposed for breaking of law and neglect of children working in the informal sector [10]. These weaknesses expose children against unlawful exploitation. Large size of the family and poverty were the two major reasons for parents putting children to work [2].
16. A research report on child labour in the Kasur leather industry gave a systematic set of reasons for child labour. The reason given by 50% of the children for working in the tanneries was that there was no other job available in the area. Twenty percent worked in the tanneries because it was a better paid job. Sixty one percent of the children had dropped out of school, while 30% were still studying in non-formal schools. Poverty was cited as the reason for dropout by 58% of the children. Thirty one percent of the respondents said they started work in tanneries at the age of 9 year. Twenty four percent of the respondents were found spraying chemicals on hides, while 11% each were involved in dyeing and plating which are considered hazardous operations [11].

Gravity of Child Labour and Type of Industry

17. According to ILO's estimates, 352 million children are working in the world, of which 180 million are engaged in the worst forms of child labour [6]. For Pakistan, various estimates of child labour, based on the Population Census of 1998 and the Labour Force Survey of 1999-2000, gauge its magnitude at 2.5 million children in Pakistan. According to the Child Labour Survey of 1996 by Federal Bureau of Statistics, as of June 1, 1996, there were an estimated 40 million children with age group 5-14 years, for which the volume of child labour was about 3.3 million (8.3%), out of which 2.4 million (73%) were boys and 0.9 million (27%) were girls [1].
18. As far as industry is concerned, most rural children are engaged in agriculture and elementary occupations. Other hazardous industries for child labourers include brick-kiln, carpet weaving, chemical industries, and construction [5]. Other estimates put the number of child workers close to 2.7 million [10].
19. Regarding the industrial distribution of the working children, a majority of them are in agriculture sector (66%), followed by manufacturing (11%), trade (9%) and services (8%). Rural children are mostly engaged in agriculture sector (74%) whereas in urban areas, most working children (31%) are engaged in manufacturing sector. In both areas, the percentage of girls working in manufacturing and services is higher than that of boys. This indicates that girls are more likely to work in manufacturing and services sectors as compared to boys [1].
20. The Child Labour Survey of Carpet Industry in Punjab estimated that there were 95,204 carpet weaving households in Punjab. The estimated population of carpet weaving children (CWC) aged 5-14 years in Punjab was 107,065 (female children 62,904 and male children 44,161), giving a female to male ratio of 59 to 41 [18].
21. Surgical and Soccer Ball Industries in Sialkot: Surgical industry is one of the industries that benefit from nimble fingers and quick response time of child labourers. In wake of accusations from international media for exploitative use of child labour in surgical instruments manufacturing industry, a survey was conducted in 1996. A striking 30 % of the workers were children. No major abuses against child workers were reported in this survey [2]. The soccer ball industry in Sialkot also attracts child-workers disproportionately compared to other industries [8]
22. **Tannery Workers:** Published estimates for the proportion of children involved in the tannery industry are not available due to various reasons. Though the employers in Kasur categorically deny any presence of child labour and are reluctant to cooperate in enumeration, different studies have yielded evidence nullifying their claims [3, 11].
23. **Carpet Industry:** Child labour in the carpet industry is family based, and therefore specially designed programmes are needed to tackle it on a long term basis. Child labour in the carpet industry can be phased out through education and vocational training and income generation [7].
24. **Glass Bangles Industry:** Estimates based on a recent rapid appraisal provide a broad range for the size of work force, ranging from 30,000 to 300,000 in the bangles

industry in Hyderabad, a considerable proportion of which comprises child labour [15].

25. **Bonded Labour in Mining Sector:** In the mining industry, the undesirability inherent in the job is defused through the bonding by debts. The Peshgi (advance) system prevalent in the mines results in endless indebtedness among miners. In some cases child labour is also involved in mining work [14].
26. **Domestic Labour, Beggars, and Street Vendors:** The jobs available to female child workers are perhaps the most hazardous. For instance domestic workers worked as baby sitters, swept and cleaned floors, washed clothes and cooked food. They had no regular hours and enjoyed no holidays. Some of them were beaten and sexually abused by their employers. They received low pay and were sacked on flimsy excuses [12].
27. **Gender of Child:** According to the Child Labour Survey of 1996 by Federal Bureau of Statistics, out of about 3.3 million working children in Pakistan, 2.4 million (73%) were boys and 0.9 million (27%) were girls. Similarly boys' participation rate (11.5%) was about three times higher as compared to girls' (4.4%) [1].
28. With exception of the domestic child workers, which is not the primary focus of this study, majority of child labourers tend to be males and are rural residents [5]. Nearly all working children in the surgical instruments manufacturing industry and leather industry were boys [2, 11]. Female child workers are generally found in three categories. Girls on the street including beggars, rag pickers and shepherds; child labour in the cottage industries, factories and unskilled manual labour; and domestic labour comprising girls working as part-time or full-time house servants [12]

Children Working in Hazardous Conditions

29. Findings of a national level survey by Federal Bureau of Statistics [1] revealed considerable proportions of children received on job injuries. The survey indicated that on the whole, 7% of children suffered frequently, 28% occasionally and 33% rarely. Girls (4%) were less prone to illnesses/injuries compared to boys (8%). Children in rural area (69%) were more prone to illnesses/injuries compared to those in urban area (56%). Higher frequency in rural area may be due to the hard labour associated with agricultural sector in the rural area.
30. **Sexual Abuse:** Reports on child labour often point out sexual abuse as one of the worst forms of abuses associated with child labour. Various social support services are required for helping the victims cope with the trauma associated with this abuse [9].
31. **Low Wages:** The average monthly wage of child workers was found to be Rs.1300 [2]. Female workers, including beggars, street vendors and domestic workers also make petty amount of money for the full day work [12].
32. **Bondage:** Children working in brick kilns face the vulnerabilities resulting from debt bondage and suffer other abuses by brick kiln workers and their family members [10].

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33. **Health Hazards:** Children working in paint, glass and furniture industries face numerous health hazards due to the nature of chemicals used in the industry. Children faced 16 different kinds of hazards including toxic gases, chemical vapours, acid fumes and dangerous structures resulting in casualties and sex abuse in cement, tile, electrification and steel windows making industries. Instances of employer violence against child workers have also been quoted. [10]. The children working in tanneries suffered from poor health - cough, eye infections, respiratory and skin diseases. Employers did not adopt the basic safety measures. Sixty three percent of the children were ignorant of the health hazards of working in the tanneries. Nineteen percent of the children suffered physical injury during work [11, 13].
34. In mines other than those in Punjab, mechanical ventilators were not used. Open flame oil lamps were used which is injurious to the health of workers. In some mines there is no equipment to detect the presence of poisonous gases. Workers were not provided the basic safety equipment such as face masks or goggles. On an average 100 persons lose their lives annually and an equal number were disabled. The vast majority of miners were untrained and overworked. Piece-rate wages were very low and working hours were long. Occupational lung diseases were common among miners. Living conditions for a majority of miners were very poor. A vast majority of labour in the mines is migratory [14].
35. Workers involved in bangles industry in Hyderabad face multiple health hazards. These include exposure to high temperatures, continuous exposures to fumes and risk of injury and burns from the handling of hot and sharp material. Even otherwise, the work environment is unhealthy. No safety measures were adopted and some of the chemical processes give rise to skin diseases. Fire accidents were common. Child labour is also involved at all stages of bangle making. Wages were generally low because of the seasonal nature of labour demand. The Peshgi (advance) system is also prevalent in the industry but it did not imply bondage or coercion [15].
36. **Hazards Facing Female Workers:** Female workers, including beggars, street vendors and domestic workers, sometime started working at the age of 6 years. They lived in most horrible conditions. They have no permanent residences and live in unhygienic surroundings, usually near rubbish dumps. They were often beaten, harassed and abused [12].

Some relief strategies

37. The following few recommendations were outlined by the Child Labour Survey of 1996 by Federal Bureau of Statistics:
- Better educational opportunities and facilities should be provided to deprived children. Education may be made relevant to help decrease the dropouts. The contents of the course must be improved and should be made consistent with demand of labour market. Education cost should also be reduced. Child labour can effectively be eliminated if poverty problem is solved. It is, therefore, recommended that parents of the destitute children should be helped/facilitated from zakat funds and other donations and skill development opportunity may also be provided to the parents for improving their income generating capacity.

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- There is a wide gap between legislation and practice. Legislative measures may be streamlined, reviewed and be shifted from abolition to providing increased protection to child workers and gradually reduce the incidence of child labour. When such situations arise, the child should be shifted from hazardous work to lighter. Schooling at work place should also be arranged. The long-term aim should be to reduce and eventually eliminate child labour.
 - Non-Governmental Organizations' (NGOs) efforts combined with employers and trade unions may help both reducing child labour and improving their working conditions. Above all child labour problems can effectively be resolved if child related initiatives are integrated into the social and economic development policies and plans and budget. Experience gained from the Child Labour Survey indicates that through usual household survey, it is possible to estimate the quantum of child labour and to a certain extent capture some basic information on child activity. It is imperative that in future a module to the existing Labour Force Survey may be attached to get such information on regular basis.
 - In the surgical industry, numerous suggestions emerged from the survey [2] for creating an environment for enabling child labour relief. They included imposing ban on children working in unsafe operations, improvement of the educational infrastructure and opportunities, provision of technical training to labourers to meet industry's demand, provision of credit facilities for alternative sources of income generation, and raising awareness about the hazards of child labour. Other relief strategies based on study of children working in the tanneries ranged from relief in terms of reduced working hours, provision of healthy entertainment, and sensitization to the rights and awareness about the potential hazards at work [3].
 - Action programmes aimed at helping children working in hazardous industries included an administrative mechanism targeting towards eliminating child labour in these industries. They further aimed at finding children alternative employment, remedial action to reduce and eliminate hazards at work places through protective devices and formation of Save the Children Organizations by local communities and Child Support Centres to provide children withdrawn from work with education and training [10].
 - Policies needed to eliminate child labour from the Kasur tanneries included incorporating child labour concerns in national development policies, setting national priorities for maximizing child welfare, awareness raising and social mobilization against the hazards of child labour, and education and training of working children. These policies also included asking worker organizations to help control the number of working children, involving NGOs in undertaking child labour rehabilitation projects, developing appropriate legislation on child labour, forming community organizations and family committees to arrange education for working children and replacing working children with adult family members [11].
 - Recommendations to help female children in labour force include compulsory registration of domestic servants, poverty alleviation and income generating schemes to reduce the incidence of child and domestic labour in the target areas,
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and provision of free educational facilities for girls in difficult circumstances in various categories. Other recommendations emphasized on awareness raising programmes about the hazards of child labour on TV and Radio, active NGO role and involvement with the target communities for counseling and guidance, formation of community groups in the target population on self-help basis and programmes highlighting the ill effects of large families [12].

- In Kasur Tannery Industry, children were given access to proper medical services managed by a qualified doctor. The intervention also helped in raising awareness level of the tannery children and their parents about occupational risks in tanning, resulting in choice of less hazardous jobs by some children[3].

38. The following guidelines form the basis of the National Policy and Plan of Action [16]:

- Progressive elimination of child labour from all sectors.
- Immediate elimination of the worst forms of child labour
- Prevention of entry of under-aged children into the labour market through education.
- Regular monitoring and inspection to supervise the implementation of the National Action Plan.
- Ensuring at least primary education and skill training to the children targeted by the plan.

LITERATURE REVIEWED

39. The following section lists pertinent studies with their individual details.

Child Labour Survey of 1996

40. Federal Bureau of Statistics (FBS), Government of Pakistan conducts annual Labour Force Survey (LFS) which contains information only on the work force aged ten years and over. This is the main source of statistical data on the labour force in Pakistan. In order to cover children under ten years, the FBS in collaboration with the Ministry of Labour, Manpower and Overseas Pakistanis (Labour wing) and the ILO's International Programme on Elimination of Child Labour (IPEC), a Child Labour Survey (CLS) was undertaken in 1996 in order to provide baseline information on the magnitude, distribution and other characteristics of child labour in Pakistan.

41. **Objectives and Scope of the CLS:** The objectives and scope of the survey were as follows:

- To collect information on various dimensions of working children relating to age, sex, location, occupation and industry
- To collect information on the working conditions of children, i.e. hours worked, wages received and terms of employment as well as on the safety and health aspects of their work place
- To collect data on the socio-economic characteristics of the children and their families

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- To test whether this kind of survey can be undertaken as a module attached to the usual/regular LFS or should it be carried out by using completely a different procedure.
42. **Sampling Methodology:** A two-stage cluster sampling design was prepared for this survey. Enumeration Blocks (EBs) in urban areas and villages in rural areas were taken as primary sampling units (PSUs). All the 1865 PSUs were selected from each ultimate stratum by probability proportional to size (PPS). Households in urban areas and 1981 Population Census in rural areas had been treated as measure of size.
 43. Within each sample PSU, clusters of approximately 75 households were formed. These clusters were treated as secondary sampling units (SSUs). One cluster from each sample PSU was selected randomly and all households within a cluster were listed on a special listing form established for the CLS.
 44. **Sampling Frame for Urban Areas:** Each city/ town of urban domain had been divided into small areas called enumeration blocks EBs. Each EB comprises of about 200-250 households. Within each ultimate stratum formed for the CLS, all EBs falling therein had been treated as PSUs.
 45. **Sampling Frame for Rural Areas:** The list of villages/ mouzas/ dehs published by Population Census Organization (PCO) as a result of 1981 Population Census had been taken as sampling frame for drawing sample for rural areas. Villages in each ultimate stratum had been treated as PSUs.
 46. **Stratification Plan for Urban Areas:** The big cities, Karachi, Lahore, Rawalpindi, Hyderabad, Multan, Peshawar, Quetta, Islamabad, Sargodha and Sialkot were treated as independent strata. Each of these cities was further sub-stratified into low, middle and high income groups.
 47. After excluding the population of big cities from the population of respective divisions, all cities and towns in a division were grouped to form a stratum. Each stratum of remaining urban areas, i.e. administrative division had been further sub-stratified into low, middle and high income groups. The objective of classifying urban population into low, middle and high income groups was to distribute sample to low and middle groups in higher proportion as child labour incidences were expected to be more prevalent in these groups.
 48. **Stratification Plan for Rural Areas:** In rural areas of Punjab, Sindh and NWFP, each administrative district was treated as an independent stratum. In Baluchistan province, administrative division was considered as a stratum itself.
 49. **Sample Size:** In all 1865 clusters were determined for CLS; 640 in rural and 1225 in urban areas. Higher number of sample areas was fixed from low and middle income groups of urban population. From PSUs, one cluster of 75 households is listed completely and all households having at least one economically active child of age 5-14 years is enumerated.
 50. **Sample Coverage:** All households in the 1865 sample clusters were listed completely. In all 140,298 households were listed; 48123 in rural and 92,175 in urban
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areas. Due to heterogeneity of activities in urban areas, the listed households were about twice that of rural areas.

51. **Precision of Estimates:** Based on the sample design adopted for the CLS, the sampling errors were worked out for national and provincial estimates. At the national level the number of economically active children between 5 – 14 years of age, based on survey estimate, were 2,657,539. The coefficient of variation (C.V.) was 5.4 %.
52. **Response Rate:** A total of 140,298 households were listed out of which 10,438 sample households reported to have at least one child labourer.
53. **Survey Findings:** Findings of the survey show that as on June 1, 1996, there were an estimated 40 million children with age group 5-14 years, more than 50% were in the age group 5-9 years. Out of 40 million children the volume of child labour is about 3.3 million (8.3%), out of which 2.4 million (73%) were boys and 0.9 million (27%) were girls. Majority of the children (72%) were living in rural areas. Boys were more in number than girls with a sex ratio of 106. Rural area had relatively higher boys/girls sex ratio (108) than in urban area (103).
54. Socio-economic characteristics of households reported in CL (5-14 years) indicated that housing conditions in both rural and urban areas by ownership status were reasonably good. They were relatively better in urban area as compared to rural area. Similarly housing facilities in urban areas were relatively better than rural areas. An average monthly income of Rs.3,200 in rural area was lower than Rs.3, 900 in urban area. According to this survey, an average household size was 8 persons, which indicates that if the household size was higher then there were greater chances of children to participate in economic activities. Higher proportions of economically active girls came from households of size 9 plus. The size of the households in rural area was higher than those in the urban area.
55. A higher percentage of working children was observed in female-headed households (50.3%) compared to male-headed households (47.4%). Which shows that female-headed households have positive correlation with child labour. Enrollment background in both male- and female-headed households indicates that economically active children who were not enrolled in school (34.2%) were higher than the economically active children combined with school (13.2%). This shows that enrollment was negatively correlated with involvement of children in economic activity.
56. Findings of the survey have been reported according to usual status approach (previous 12 months reference period) and current status approach (last week reference period).
57. According to usual status approach, the percentage of economically active children combined with schooling was 13% of the total children. In rural area, 13.9% of the children were economically active, while in urban area they were only 7%. Economically active children constituting 33% of the total children population were more than double as compared to the economically active children combined with schooling (13%).

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58. Out of 40 million children the volume of child labour was about 3.3 million (8.3%), out of which 2.4 million (73%) were boys and 0.9 million (27%) were girls. Similarly boys' participation rate (11.5%) was about three times higher as compared to girls' (4.4%). Volume of economically active boys (2.1 million) in the age group 10-14 years was about 7 times greater than the level of the age group 5-9 years (0.3 million). Similarly girls child labour in the age group 10-14 years (0.6 million) was about three times higher than in the age group 5-9 years (0.2 million). In both rural and urban areas, working boys were more than girls. Child labour in rural areas (2.9 million) was about 8 times higher than that of urban area (0.4 million). Likewise, participation rate in rural area (10%) was higher as compared to urban area (3.2%).
59. Industrial distribution of the working children indicates that majority of the working children were in agriculture sector (66%), followed by manufacturing (11%), trade (9%) and services (8%). Rural children were mostly engaged in agriculture sector (74%) whereas in urban areas, most working children (31%) were engaged in manufacturing sector. The difference in the sectoral distribution of working children in rural-urban area may be due to distinctive nature of economic activities in these areas. In both areas, the percentage of girls working in manufacturing and services was higher than that of boys; this indicates that girls were more likely to work in manufacturing and services sectors as compared to boys. It was also observed that in non-agricultural sectors, most of the working children (93%) were engaged in informal activities.
60. Employment status shows that 70% of the working children were unpaid family helpers and had indirectly contributed to the economy of the household. The percentage of girls working as unpaid family helpers (79%) was higher as compared to working boys (67%). In rural area, majority of the children (75%) were unpaid family helpers while in urban area they were employees (61%).
61. The survey shows that 33% of the working children were literate. Boys (40%) were more educated than girls (11%). Children in urban area were relatively more literate (42%) as compared to children in rural area (32%).
62. According to current status approach, the survey showed a slightly high percentage of economically active children 5-14 years for both the categories (i.e. enrolled and not enrolled in school with economic activity). Children enrolled in school combined with economic activity (13.5%) were lower than economically active children not enrolled in school (34%). Similarly, rural area had relatively higher percentage of child labour (14.4%) combined with school compared to urban area (7%). Children in rural area had higher tendency to participate in economic activities compared to urban area. Boys had higher tendency to work than girls. This pattern of the difference in the percentage of boys and girls combining work with school were due to parent preference for boys schooling. A small proportion of economically active children combined with school (14%) suggest that combining schooling with work was somewhat difficult. It was observed that the proportion of idle children (18.5%) was more than double than that of housekeeping activity (8.7%). Majority of the idle children were those who were too young to work.
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63. Volume of child labour based on last week reference period was about 3.3 million out of which 2.4 million were boys and 0.8 million were girls. Similarly, economically active boys were more than girls and rural area had greater proportion of working children than urban area.
64. About 71% of the 3.3 million working children were engaged in elementary occupations where farm activities dominate. Craft and related trade activities were the next major occupation absorbing 19% of the working children. Elementary occupations absorbed relatively more girls (80%) compared to boys (68%) while in craft and related trade activities, the relative proportion was the same i.e. 19% percent for both boy and girl workers.
65. Industrial structure indicates that majority of the working children (67%) were engaged in agriculture sector followed by manufacturing (11%), wholesale and retail trade (9%) and community, social and personal services (8%). Girl workers had relatively higher absorption (77%) in agriculture sector compared to boys (63%) followed by manufacturing sector (12% for girls and 10% for boys). Wholesale retail trade absorbing about 12% of the boy workers ranked second while in case of girls, this sector absorbs less than 1 percent.
66. Broad status in employment shows that most of the working children were unpaid family helpers (70%) followed by employees (23%) and self-employed (7%). The number of working girls as unpaid family helpers (78%) was higher as compared to boy workers (67%). Similarly, in rural area, three-fourth of the working children (75%) were unpaid family helpers, while in urban area they were less than a one-third (30%). In urban area the category of paid employees was the leading one (62%). This indicates that the employment status reflecting paid employment in urban area was relatively better than in rural area.
67. Educational level shows that one-third (33%) of the working children were literate from the formal system of education. Boys were more educated than girls. Child labour in urban area (42%) was more literate than in rural area (32%).
68. Working children by number of hours worked show that a considerable proportion of the working children (46%) were working more than the normal working hours i.e. 35 hours per week. Quite a good proportion of working children (13%) work 56 hours or more per week. Large proportion of boys (48%) was working more than the normal working hours compared to girls (33%). Boys who worked 56 hours or more (14%) were about 2 times higher than girls (8%). In urban area 73% of the working children worked more than the normal working hours which was significantly higher compared to rural area (42%). Similarly, in urban area about a quarter of the working children (25%) worked 56 hours or more, and was about 2 times higher compared to rural area (11%). This shows that the working conditions in urban area in general and for boys in particular are worse.
69. The survey indicates that most cogent reasons given by parents/guardians for letting their child to work are: (i) to assist in house enterprise (69%) and (ii) to supplement household income (28%). The reason of assisting/helping in household enterprise was more important for girls (76%) compared to boys (66%). Similarly, in rural area the major reason of assisting in household enterprise (74%) was reported by
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parents/guardians while in urban area the main reason was to supplement household income (61%). These indications are in line with the findings that most children were engaged as unpaid family helpers.

70. Majority of the working children (39%) fell under the households having income ranges from Rs.2501 to Rs.4000, followed by 31% in income group from Rs.1501 to Rs.2500, 21% in income group from Rs.4001 and above, and the remaining 9% in the income group less than Rs.1500. Similarly according to household expenditure, the distribution of economically active children followed the same pattern as that reported for household income.
71. Frequency of illnesses/injuries for the ever worked children indicated that, on the whole, 7% suffered frequently, 28% occasionally and 33% rarely. Girls (4%) were less prone to illnesses/injuries compared to boys (8%). Children in rural area (69%) were more prone to illnesses/injuries compared to those in urban area (56%). Higher frequency in rural area may be due to the hard labour associated with agricultural sector in the rural area.
72. Occupational structure of the ever worked children who suffered from illnesses/injuries shows that 75% of them suffering illnesses/injuries were engaged in elementary occupations followed by crafts and related trades (16%) and service workers (9%). Almost all girls in rural area who suffered from illnesses/injuries were concentrated in
73. elementary occupations (80%) followed by crafts and related trade workers (12%) and service workers (10%), while in urban area (56%) of the working children who suffered from illnesses/injuries were involved in craft and related trade activities.
74. Industrial structure indicates that 71% of the working children who suffered from illnesses/injuries were engaged in agriculture sector followed by manufacturing (9%), trade (8%) and services (7%). Girl workers had relatively more concentration in agriculture sector (81%) compared to boys (67%). Agriculture sector had absorbed 77% of the working children in rural area and only 8 % in urban area. In urban area 50% of the girl workers who suffer from illnesses/injuries were engaged in manufacturing sector followed by services (34%) and agriculture sector (12%).
75. According to survey findings, the following factors responsible for child labour were identified:
- Large population with higher population growth rate
 - Almost three-fourth (70%) of the total population was living in rural areas, with subsistence agriculture activities
 - Low productivity and prevalence of poverty
 - Unpaid family helpers especially in agricultural activities
 - Discriminating social attitude towards girls and women
 - Inadequate educational facilities.
76. Education, which was the effective alternative, did not offer outlet to children due to the following reasons:
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- Opportunities of education were limited as there were not enough schools or no school was available around
 - Educational expenditures were unbearable by most of the parents
 - Non-relevance of school curriculum to needs
 - The prevailing cultural values prohibited girls education in certain pockets of the country

77. Recommendations: The following few recommendations were outlined:

- Better educational opportunities and facilities should be provided to deprived children. Education may be made relevant to help decrease the dropouts. The contents of the course must be improved and should be made consistent with demand of labour market. Education cost should also be reduced. Child labour can effectively be eliminated if poverty problem is solved. It is, therefore, recommended that parents of the destitute children should be helped/facilitated from zakat funds and other donations and skill development opportunity may also be provided to the parents for improving their income generating capacity.
- There is a wide gap between legislation and practice. Legislative measures may be streamlined, reviewed and be shifted from abolition to providing increased protection to child workers and gradually reduce the incidence of child labour. When such situations arise, the child should be shifted from hazardous work to lighter work. Schooling at work place should also be arranged. The long-term aim should be to reduce and eventually eliminate child labour.
- Non-Governmental Organizations' (NGOs) efforts combined with employers and trade unions may help both reducing child labour and improving their working conditions. Above all child labour problems can effectively be resolved if child related initiatives are integrated into the social and economic development policies, plans and budget. Experience gained from the Child Labour Survey indicates that through usual household survey, it is possible to estimate the quantum of child labour and to a certain extent capture some basic information on child activity. It is imperative that in future a module to the existing Labour Force Survey may be attached to get such information on regular basis.

Child Labour in Surgical Instruments Manufacturing Industry

- 78.** This is a Research Survey Report on child labour in the surgical instruments manufacturing industry by Saeed A. Awan of the Directorate of Labour Welfare, Government of the Punjab. The survey was undertaken in 1996 in the wake of the spotlight put by the international media on the problem of child labour in Pakistan in the nineties. The surgical instruments manufacturing industry is a major export industry of Pakistan which earns about Rs.2000 million annually. It employs about 25000 persons at various stages of processing and production. In 1995-96, some sections of the international media, while highlighting the problem of child labour in Pakistan, accused the surgical industry of using exploitative child labour in the manufacturing of surgical instruments. Highly exaggerated figures of child labour in the surgical industry were quoted. It was in this context that the Directorate of

Labour Welfare undertook the study to assess the extent and nature of child labour in the surgical instruments industry.

79. The survey was based on interviews with 208 child workers, 43 adult workers and 21 employers. The survey showed that out of the total worker population of 25000, there were 7700 children. All working children were boys and most of them worked in their own villages. The study also found that 94% of the children were involved in non-hazardous filing work while 6% were engaged in polishing / grinding operation which produces harmful metal dust. Most child workers worked 6 days a week and 8 hours a day. The average monthly wage of child workers was found to be Rs.1300. Large size of the family and poverty were the two major reasons for parents putting children to work. The study suggests short and long term measures to improve working conditions in the industry and gradually withdraw children from work. These include:

- Putting a ban on children working in the grinding / polishing operations.
- Recreation activities for working children.
- Improvement of the educational infrastructure in the area, making the curricula more interesting and relevant to the needs of the children.
- Setting up of training institutes in the area to cope with the demand for skilled manpower in trades like technicians, mechanics, veterinary assistants and electronic repair work.
- Provision of credit facilities to farming families in the area for income generation from poultry and fish farming to check the tendency to put children to work.
- Awareness raising and information campaign on the hazards of child labour.
- Education of women and awareness about birth control techniques to limit family size.

Change Within: Tannery Children of Kasur

80. This report by Shandana Khan and Fawad Usman gives an account of the project undertaken by Sudhaar in 1995 with ILO-IPEC cooperation for the rehabilitation of children working in the tanneries of Kasur. The major objective of the programme was to provide an opportunity to 150 children working in tanneries and their 50 non-working siblings to obtain primary education in a healthy environment. Relief in terms of reduced working hours, provision of healthy entertainment, sensitization to the rights and awareness about the potential hazards at work were incorporated in the programme. Training and orientation of adult tannery workers on health hazards was also one of the components to build support for safety measures in tanneries.
81. All children who were part of the programme were given access to proper medical services managed by a qualified doctor. Parents of children enrolled in the NFE Centre, Tanneries Association, Tannery Supervisors, adult workers, Kasur Municipal Committee and the district administration played a key role in the successful implementation of the programme. All of them participated directly by participating in meetings or by motivating children to join the centre. The project helped in raising awareness level of the tannery children and their parents about occupational risks in tannery. As a result 27 children left the tanneries, 15 of them opted for less difficult jobs and others left working altogether. Over 200 children benefited from the educational services offered by the NFE Centre. Sudhaar established three additional centres in different localities of Kasur for the children in trades like carpet

weaving, power looms, restaurants, workshops, domestic services, etc. More than 600 children enrolled and received education in these centres.

Conference Papers: Two-Day National Conference on Child Rights and Development:

82. The volume included nine papers presented at the National Conference on Child Rights and Development organized by the Pakistan Administrative Staff College, Lahore on 19-20 December, 2002. Papers directly relevant to this study are reviewed below:

The First Call for the Children of Pakistan

83. This paper by Anees Jilani dealt with the deplorable state of children in Pakistan with reference to the various provisions of the Convention on the Rights of the Child (CRC). The author said that the report submitted by the Government of Pakistan in fulfillment of its commitment to CRC was found defective and incomplete, and CRC's Committee directed Pakistan to withdraw its reservation at the time of CRC ratification, bring laws in conformity with CRC provisions, allocate maximum resources for children's programmes and improve health and education facilities. The paper deplores the government's neglect of the problem of child labour and points to the anomalies in various laws dealing with the definition of child and the defects in the juvenile justice system. The paper also takes up the problem of child labour and child abuse and concludes that the provisions of CRC regarding education, health, etc. should be rigorously implemented if we want to provide the minimum of protection to our children.

Magnitude of Child Labour in Pakistan

84. In this paper, Zafar Mueen Nasir makes an attempt to gauge the magnitude of child labour in Pakistan through a review of various studies undertaken so far, specially the 1996 ILO-GOP Survey on Child Labour in Pakistan. The estimates of child labour were based on the Population Census of 1998 and the Labour Force Survey of 1999-2000. The paper estimates that there were 2.5 million working children in Pakistan and most of them were male and rural residents. The paper points out that an overwhelming majority of working children were engaged in agriculture and elementary occupations. The estimates of child labour in the four provinces were based on studies undertaken separately. The hazards to which working children were exposed in various occupations like brick-kiln, carpet weaving, chemical industries, and construction were also discussed in detail. The paper recommends that arrangements for education and training of these children should be made so that they are afforded an opportunity to grow to a healthy and productive adulthood.

Child Labour and its Magnitude

85. This paper by Sarwat Shah quotes ILO's figure of 352 million working children in the world of whom 180 million were engaged in the worst forms of child labour. The

Paper underlines the difference between child work and child labour and points out that it is in this context that we should try to solve the problem of child labour in Pakistan. The paper analyses the causes of child labour and suggests short and long term measures for its elimination, such as awareness raising, poverty alleviation, education and training and universalization of primary education, etc.

Child Labour in the Carpet Industry

86. In this paper, Nasim Ahmed gives an overview of the carpet industry and its importance in the national economy. He points out that child labour in the carpet industry is family based, and therefore specially designed programmes were needed to tackle it on a long term basis. He said that child labour in the carpet industry can be phased out through education and vocational training and income generation. He informed that a beginning in this direction has been made with the ILO-PCMEA Carpet Project under which over 10000 children have been successfully rehabilitated and 16000 more children will be rehabilitated under phase-II of the project just launched.

Programmes for Working Children in Pakistan

87. In this paper, Najmuddin Najmi described measures at various levels to address the child labour issue in Pakistan. In this connection he referred to the ILO-IPEC Project, the Soccer Ball and Surgical Industry Projects in Sialkot, Bait-ul-Mal Project, CCF child labour rehabilitation programmes and various child labour initiatives in Punjab, Sindh, NWFP and Baluchistan.

Child Sexual Abuse and its Sociological Dimensions

88. This paper by Manizeh Bano opened with a definition of child sexual abuse. It sifted facts from fiction relating to this sensitive topic. It gave the details of the identity of abusers and the places where abuse took place. In the light of the statistics collected by Sahil, the paper discussed the social perceptions on the subject. The paper also described various social support services for the victims of child sexual abuse.

Child Workers in Hazardous Industries in Pakistan

89. This paper by Akmal Hussain was the first systematic attempt to understand the nature and extent of the hazards faced by child workers in the construction and related industries. The study, based on a survey of 400 child workers in 200 small establishments in Lahore, was divided into 4 sections. Section 1 refers to the various estimates of child labour in Pakistan, including two studies done by UNICEF in 1992 giving the figures of 2 and 2.7 million working children respectively and Planning Commission's figure of 8 million working children. Akmal Hussain himself estimated the number of working children in Pakistan at 8.65 million. This section also contained an analysis of the Employment of Children's Act 1991 and underlines its weaknesses as regards the definition of the child, the exemption granted to children

working alongside their families in hazardous occupations, the mild penalties imposed for breaking of law and neglect of children working in the informal sector. The Section ended with an overview of hazards faced by working children in agriculture, workshops and other occupations.

90. Section 2 of the study threw light on the hazards faced by children in construction related industries like brick and tile manufacturing, steel windows and electrification. He quoted UNICEF's figure of 250,000 children working in brick kilns and refers to the problem of debt bondage and other abuses suffered by brick kiln workers and their family members. The hazards faced by children working in paint, glass and furniture industries have also been highlighted in this Section.
91. Section 3 gives the findings of a survey of the construction and related industries to assess the nature and extent of occupational health risks involved. The major finding of the study was that children faced 16 different kinds of hazards including toxic gases, chemical vapours, acid fumes and dangerous structures resulting in casualties. Instances of employer violence against child workers have also been quoted. The study recommended an action programme to help children working in hazardous industries, including an administrative mechanism targeted towards eliminating child labour in these industries and finding children alternative employment, remedial action to reduce and eliminate hazards at work places through protective devices and formation of Save the Children organizations by local communities and Child Support Centres to provide children withdrawn from work with education and training.

Study on Role of Child Workers in Leather Industry at Kasur

92. This study is a research report on child labour in the Kasur leather industry undertaken by Innovative Development Consultants on behalf of UN Development Programme, Kasur Tannery Waste Management and Kasur Tannery Pollution Control Project. The leather industry is a major export industry of Pakistan. The industry employs more than 200,000 persons. After Karachi, Kasur with about 237 tanneries is the second biggest tannery conglomeration in Pakistan.
93. The international media focus on the problem of child labour in Pakistan in the nineties also affected the tannery industry. It was pointed out by various quarters that a large number of children worked in the tanneries of Kasur in hazardous conditions. Two studies of the problem of child labour in Kasur in 1998 and 2001 put the number of working children around 16 and 243 respectively. This study was the first systematic attempt to determine the extent and nature of child labour in Kasur through detailed surveys of 94 tanneries and interviews of 54 child workers and their parents.
94. The survey found no female child worker aged 9-14 years in the tanneries. The reason given by 50% of the children for working in the tanneries was that there was no other job available in the area. Twenty percent worked in the tanneries because it was a better paid job. Sixty one percent of the children had dropped out of school, while 30% were still studying in non-formal schools. Poverty was cited as the reason for dropout by 58% of the children. Thirty one percent of the respondents said they

started work in tanneries at the age of 9. Twenty four percent of the respondents were found spraying chemicals on hides, while 11% each were involved in dyeing and plating which are considered hazardous operations. The children working in tanneries suffered from poor health - cough, eye infections, respiratory and skin diseases. Employers did not adopt the basic safety measures. Sixty three percent of the children were ignorant of the health hazards of working in the tanneries. Nineteen percent of the children suffered physical injury during work.

95. The study also gave an outline of the policies needed to eliminate child labour from the Kasur tanneries. These included incorporating child labour concerns in national development policies, setting national priorities for maximizing child welfare, awareness raising and social mobilization against the hazards of child labour, and education and training of working children. These policies also included asking worker organizations to help control the number of working children, involving NGOs in undertaking child labour rehabilitation projects, developing appropriate legislation on child labour, forming community organizations and family committees to arrange education for working children and replacing working children with adult family members.

Girl Child in Especially Difficult Circumstances

96. This research study by Seemeen Alam on "Girl Child in Especially Difficult Circumstances" was undertaken as part of a wider study on "South Asian Girl in Difficult Circumstances" in 1993. It focused on three main categories of girls in difficult circumstances. 1) Girls on the street including beggars, rag pickers and shepherds; 2) child labour in the cottage industries, factories and unskilled manual labour; 3) domestic labour comprising girls working as part-time or full-time house servants. The universe of the study was Punjab.
97. To study the situation of girls on the street, a sample of 2786 girls were taken. The survey showed that the girls earned their living by singing, begging or collecting trash. Some of them started working at the age of 6 years. They lived in most horrible conditions. They had no permanent residences and lived in unhygienic surroundings, usually near rubbish dumps. They were often beaten, harassed and abused
98. For the second category, 2461 girl child workers were interviewed. The study found that these girls worked long hours with dangerous materials such as dyes and chemicals. Most of these girls were poorly paid and faced job insecurity. They had no avenues of entertainment and often received physical beatings from their parents.
99. In the category of domestic labour, 1734 girls were interviewed. They worked as baby sitters, swept and cleaned floors, washed clothes and cooked food. They had no regular hours and enjoyed no holidays. Some of them were beaten and sexually abused by their employers. They received low pay and were sacked on flimsy excuses.
100. Interviews with girls in the sex trade showed that girls as young as 11 years were initiated in the profession, sometimes by their own families. Destitute girls were found to be particularly vulnerable and suffered all kinds of indignities and humiliations. Girls in jail were mainly under six years of age, living with their convicted mothers. These girls suffered all the abuses associated with life in prison.

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101. The study also made recommendations to help girls in difficult circumstances. The recommendations include compulsory registration of domestic servants, poverty alleviation and income generating schemes to reduce the incidence of child and domestic labour in the target areas, provision of free educational facilities for girls in difficult circumstances in various categories, awareness raising programmes about the hazards of child labour on TV and Radio, active NGO role and involvement with the target communities for counseling and guidance, formation of community groups in the target population on self-help basis and programmes highlighting the ill effects of large families.

Health Assessment of Tannery Industry Activity in Kasur

102. This study by Hideharu Morishita and Mohammad Atiqur Rehman is a detailed research report on the working of the tannery industry in Kasur which has led to serious environmental degradation and posed a grave threat to the life and health of people living in the city and surrounding areas. The objective of the study was to assess the general health conditions of tannery workers, increase public awareness about health care among the people in Kasur and provide a base for further research aimed at improving environmental planning and management in the city.
103. The research which covered 2050 residents of the area and 300 factory owners and workers found that an overwhelming majority of the people were aware of the environmental pollution problem in the area, including water and air pollution. Most residents were found suffering from cough, malaria, eye and stomach diseases. Most residents thought that treatment plants could take care of the problem of environmental degradation. People were not satisfied with the efforts by the government and municipal committee to improve the environment.
104. The study concluded that waste water was the biggest source of pollution in the area. Occupational safety standards were poor and the public health care facilities inadequate. Environmental safeguards were not used at any stage of waste management. The study suggests that environmental education should be included in the school curriculum. It also suggested a new environmental policy for Kasur focusing on a new Solid Waste Management System, control of all kinds of pollution and contamination, relating local government activities to environmental planning and involving NGO in environmental awareness programmes. The study also recommended adoption of good operating practices (GOP) by the tannery industry.

Rapid Assessment of Bonded Labour in Pakistan's Mining Sector

105. This study by Ahmed Saleem on bonded labour in the mining sector is the first of its kind inasmuch as it covers all the four provinces and critically analyses the nature and repercussions of the special labour arrangements in the mining sector. For the purpose of the rapid assessment, 50 mines were visited and over 100 interviews were held with workers and mine owners.

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106. The study gives its detailed findings about the hazards faced by mine workers. In mines other than those in Punjab, mechanical ventilators were not used. Open flame oil lamps were used which was injurious to the health of workers. In some mines there was no equipment to detect the presence of poisonous gases. Workers were not provided the basic safety equipment such as face masks or goggles. On an average 100 persons lost their lives annually and an equal number were disabled. The vast majority of miners were untrained and overworked. Piece-rate wages were very low and working hours were long. Occupational lung diseases were common among miners. Living conditions for a majority of miners were very poor. A vast majority of labour in the mines was migratory.
107. The *peshgi* (advance) system prevalent in the mines results in endless debts among miners. In some cases child labour was also involved in mining work. In the end, the report underlines the need for a detailed study of the sector to fine tune the initial findings relating to miners' working and living conditions, wage levels, health hazards, and safety measures, role of the relevant government departments and organization of trade union activities.

Rapid Assessment of Bonded Labour in Glass Bangles Industry

108. This Rapid Assessment (RA) by the Social Science Research Team is an attempt to find out the working conditions and nature of labour in the glass bangle industry in Hyderabad in the context of the technologies and processes used in this sector. The RA based on interviews of factory owners, workers, contractors, government employees, social activists and group discussions estimates a total work force of 30,000 in the bangles industry in Hyderabad. These workers, involved in various processes of manufacturing, face multiple health hazards. These include exposure to high temperatures, continuous exposures to fumes and risk of injury and burns from the handling of hot and sharp material. Even otherwise, the work environment was unhealthy. No safety measures were adopted and some of the chemical processes gave rise to skin diseases. Fire accidents were common. Child labour was also involved at all stages of bangle making. Wages were generally low because of the seasonal nature of labour demand. The *peshgi* (advance) system was also prevalent in the industry but it did not imply bondage or coercion. RA points out the need to improve working conditions in the industry and adopt safety measures to minimize the hazards.

National Policy and Action Plan to Combat Child Labour

109. The National Policy and Plan of Action to combat child labour was in the nature of a roadmap the Ministry of Labour, Government of Pakistan has developed to tackle the issue on a short and long term basis. Pakistan has already earlier underlined its political and legislative commitment against child labour by signing the ILO-IPEC MOU and enacting the Employment of Children's Act 1991. A number of other initiatives have also been taken like constitution of a high powered Task Force on Child Labour. A special committee set up by the Task Force provided the premises for the formulation of the national policy and action plan evolved through a process of countrywide consultation with all relevant stakeholders.

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110. The following guidelines form the basis of the National Policy and Plan of Action:
- Progressive elimination of child labour from all sectors
 - Immediate elimination of the worst forms of child labour
 - Prevention of entry of under-aged children into the labour market through education
 - Regular monitoring and inspection to supervise the implementation of the National Action Plan
 - Ensuring at least primary education and skill training to the children targeted by the plan
111. The following strategies will be adopted to implement the Action Plan :
- Community mobilization and general awareness raising against child labour.
 - Priority withdrawal of children engaged in the worst forms of child labour.
 - Law enforcement
 - Empowerment of poor families
 - Capacity building of relevant departments and ministries.
 - Increasing education and skill training opportunities for children.
 - Coordination with social partners.
 - Development of database on child labour
 - Universalization of primary education.
 - Establishment of training institutes.
112. The National Plan of Action assigned specific roles to Federal and Provincial Governments, NGOs, workers and employers bodies and ILO-IPEC. Various ministries will strive to achieve goals in their respective areas such as education, information, awareness raising, social safety and poverty alleviation. Provincial governments will coordinate with the federal agencies while NGOs, workers and employers organizations will identify problem areas and engage in advocacy and social mobilization

Study on Role of Women in Leather Industry in Kasur July 2002

113. This is a research study by Innovative Development Consultants on the existing and potential role of women in the leather industry in Kasur. Its main focus was on the identification of skill levels and need of employment among women and special facilities for involvement of women in leather and downstream industries. The survey found the literacy rate of 50% in tannery clusters. Only 15% families worked in the tanneries. Average family size was found to be of about 8 persons. Seventy percent women and children under 5 years were anemic. About 30% women work as unpaid family workers while 20% work in the informal sector. Women in the tannery areas were involved in such economic activities as grinding of salt, hair separation, kite making, etc. Eighty percent females under the age of 20 work in tannery related sectors, i.e. leather stitching units. An important finding of the survey was that

tannery owners did not like to employ women as they thought they were physically unfit to do the job. It was also found that women working in the tanneries lack special skills. Only 5% women had cutting and stitching skills, while others just act as helpers. However, in the course of the investigation, women demanded setting up of a training institute to teach them various kinds of vocational skills. The action plan suggested by the study to improve the skill level and generate new employment opportunities for women in the tannery area includes the following:

- Launching of an Adult Literacy Programme to enable women of the area to enhance their educational attainments.
- Women in the tannery area need to be motivated to avail of the facility of the government vocational training centre.
- Community motivation campaigns to raise awareness of the ill effects of child labour and mobilize women to engage in income generating activities.
- Establishment of women work centres with the help of tannery associations to train women for gainful employment

Child Labour Survey of Carpet Industry in Punjab

114. **Overview:** The survey was conducted by AKIDA Management Consultants to assess the extent of child labour (aged 5-14 years), develop a profile of carpet weaving children, identify issues and problems facing them, and to estimate the number of working children (aged 15-17 years) in the carpet industry in Punjab. Using a Two-Stage Stratified Random Sampling Design, a total of 6967 interviews were conducted. Out of this, 5760 interviews were conducted with adult respondents and 1207 with carpet weaving children. In addition, 15 Focus Groups (Qualitative Research) were also conducted to highlight issue of qualitative nature.
115. **Estimate of Child Labor:** The results of the survey show that there were an estimated number of 95,204 carpet weaving households in Punjab. The estimated population of carpet weaving children (CWC) aged 5-14 years in Punjab was 107,065 (female children 62,904 and male children 44,161), giving a female to male ratio of 59 to 41.
116. The twenty Tehsils, namely, Burewala, Sheikhpura, Multan, Gojra, Kasur, Jhang, Narowal, Safdarabad, Lahore, Kamalia, Taunsa, Faisalabad, Chiniot, Jaranwala, Attock, Chunian, Nankana Sahib, Shakargarh, Ferozwala and Tandlianwala in the eleven Districts of Punjab, Sheikhpura, Kasur, Narowal, Faisalabad, Jhang, Toba Tek Singh, Lahore (Centre of Punjab), Multan, Vehari, D G Khan (South Punjab) and Attock (North Punjab) had an estimated number of 87,214 carpet weaving children accounting for 81.45 percent of the total. The Centre of Punjab had 69,459 CWC (male 23,167 and female 46,292) accounting for 64.87 percent of the total. The North of Punjab mainly, Attock City had 2,225 CWC (male 1,255 and female 970) accounting for 2.08 percent and South of Punjab had 35,384 (male 19,741 and female 15,643) accounting for 33.05 percent.
117. Amongst 32,700 family members of the sample households, 11,454 (35.03 percent) were weavers and 21,246 (64.97 percent) were non-weavers. It is reasonable to assume that this trend would be the same for the whole of Punjab. The estimated

population of carpet weaving children aged 15 to 17 years in the Punjab Province was 57,890, whereas the estimated population of working children 15-17 years in the Punjab was 70,255.

118. **Work Place:** An overwhelming majority of child weavers in Punjab (77.97 percent) work at home. It was found that a high proportion of carpet weaving children (44.50 percent) work more than 6 hours but less than 8 hours a day. A break of 1-2 hours was reported by more than 93.98 percent of the children.
119. **Income and Debts:** The main source of income of 84.60 percent of the households interviewed was carpet weaving. The respondents generally complained of low income; 52.01 percent of the respondents earned less than Rs. 2000 per month, 27.72 percent earned between Rs. 2000-4000 per month and only 4.87 percent earned more than Rs. 4000 per month from carpet weaving. Over 52.90 percent of the households were under debt. The average amount of debt per household was Rs. 12,759 – 48.03 percent of the loan was obtained from contractors and 44.0 percent from private sources.
120. **Intentions to Remain in the Industry:** Almost two-thirds of the households (65.26 percent) were interested in continuing with carpet weaving. Of those who were not interested in continuing carpet weaving, 78.40 percent mentioned insufficient earning as a reason. An overwhelming majority of the respondents (78.18 percent) said that withdrawal of working children would adversely affect the economic condition of the family. In Focus Group discussions the opinion was voiced that child work was a must for the family's socio –economic survival.
121. **Work Hazards:** Backache, weakness of eyesight, joint pains and respiratory disorders were the most common ailments suffered by the carpet workers. A majority of respondents (63.33 percent) said that carpet weaving adversely affects the health of children.
122. **Literacy status and Formal Education:** An overwhelming majority (78.59 percent) of the household respondents were illiterate. At the time of the survey, only 9.18 percent of the children were attending schools (8.73 percent boys and 9.5 percent girls) and 67.50 percent of the households and 72.55 percent children cited poverty as the main reason for child not attending school. Most respondents said that government schools were accessible (88.20 percent) and their quality was also satisfactory (59.63 percent). However, their timing did not suit them. The respondents (92.04 percent) supported the idea of new primary schools and 96.04 percent and 92.68 percent expressed their willingness to send boys and girls respectively to school providing free education.
123. **Conclusions:** The survey found a sizeable incidence of child labour in hand knotted carpet weaving industry in Punjab. As job opportunities in the rural areas were limited, for most of the weaver families, carpet weaving was the principal source of economic survival, whereas for some it was a source of supplementing family income. Given the socio-economic condition marked by rampant poverty, children get involved in carpet weaving activities as helpers and learners from an early age.

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124. Viewed in the broader socio-economic context that varies from country to country, it was not easy to define Child Labour in terms of minimum age bar and occupational distribution. Child Labour was primarily a socio-economic issue: what was child work for one set of people may be child labour for another. In many third world countries apprenticeship in a family enterprise was part of the growing up process for young children. But human rights activists look at any kind of work by children as child labour. As socio-economic conditions vary from country to country, it may not be appropriate to apply one common standard. In many developing countries where the state education system has failed, parents prefer children to help in family business rather than sit idle, doing nothing.
125. Keeping in mind ILO Standards and Pakistan's specific socio-economic conditions and tradition of family craft it may seem advisable to define child as a person below the age of 15. However, while prescribing this age limit provision should be made that this restriction would not apply to children doing light work after school, apprenticeship and pre-vocational training, learning a family craft, helping with family business and work on family farms. This was specially true of carpet weaving which mostly takes place in the households. Children under 14 helping or learning carpet weaving and even the skilled ones do not observe the 9:00 a.m. to 5:00 p.m. routine. The rehabilitation coverage extended by ILO to carpet weaving appears to have strong influence to convert the child labour into child work.
126. **Recommendations:** The survey yielded following recommendations:
- For effective planning for rehabilitation of working children in the carpet industry, similar surveys in other provinces should be conducted.
 - Centres for imparting non-formal education to carpet weaving children may be developed into a kind of umbrella facility where apart from opportunities for vocational training and adult education income generating schemes can also be planned.
 - Through a pilot study on health and working conditions of working children in the carpet sector, their health status should be assessed. This would help in the development of an appropriate health care and occupational safety programme for the carpet weaving families.
 - The child labour menace is prevalent in other vocations/areas as well. The extent of child labour in domestic service, restaurants and auto workshops etc. also need to be investigated.
 - Awareness raising and training seminars/workshops on the importance of education, better working environments, personal health and hygiene and first aid may be arranged and followed up through continued motivation/counseling and monitoring.
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III. SURVEY DESIGN, METHODOLOGY AND ESTIMATES

127. This action research was carried out jointly by the Federal Bureau of Statistics (FBS) and AKIDA Management Consultants. The former provided the sampling design and latter acted as implementation agency. The overall methodology and questionnaires developed were as per advice of SIMPOC who also through ILO-IPEC's Islamabad office monitored the project. AKIDA's interdisciplinary team comprised well qualified and skillful management consultants, statistical experts, survey specialists, sociologists, EDP experts, and 50 well trained researchers. In-consultation with industry's subject specialist from ILO Islamabad office has also been very useful.

Research Design

128. Research design was developed after a few meetings between ILO, Federal Bureau of Statistics (FBS), and AKIDA. Advice of SIMPOC was sought during various stages of development of research design. The research was primarily conducted through Baseline Survey (BLS) and School Dropout Survey. Focus Group Discussions (FGDs), and in-depth interviews with key informants and other stakeholders were also used to further corroborate findings from BLS.
129. The main purpose of BLS was to establish accurate and verifiable quantitative data on each of the target groups of the Pakistan Time-Bound Programme, in terms of the nature, magnitude, causes and consequences of the worst forms of child labour. The School Dropout Survey was conducted in order to understand the underlying causes for high rate of dropouts and to determine the extent of linkage between school dropout and child labour. Pertinent details of the survey herein are listed below.

Universe for Baseline and Dropout Surveys

130. The universe for the Baseline Survey comprised Glass Bangle Industry, Hyderabad District. For the Dropout Survey, control group was selected from private and public schools within the immediate vicinity of the sampled glass bangle manufacturing establishments.

Sampling Frame and Stratification Plan:

131. Federal Bureau of Statistics (FBS) provided Sampling Design, including the sampling frame. The universe was divided into 3 strata. Each stratum was further divided into Establishment Blocks (EB's) and each EB into establishments.
132. The universe was divided into three strata by FBS.

Sampling Methodology:

133. A Two-stage Stratified Random Sampling with Probability Proportional to Size (PPS) of strata was employed for selection of respondents. At first stage, establishment blocks were selected at random from each stratum with Probability Proportional to Size (PPS) and were considered the Primary Sampling Units (PSUs). At the second stage, individual establishments were selected at random from the establishment blocks (PSUs) with PPS and were referred to as Secondary Sampling Units (SSUs).
134. **Baseline Survey - Sample Coverage:** The sample consisted of 258 establishments randomly selected from 9 establishments blocks with probability proportional to size. All establishments were enlisted and approached. The response rate was 100%.
135. **Dropout Survey - Sample Coverage:** The control group interviews were conducted at fifteen schools in immediate vicinity of sample establishments covering nine primary and six middle schools (including 3 primary and 2 middle school for girls). Two students from each class and two teachers from each school were interviewed.

Sampling Plan:

Sample Size:

136. To ensure that samples were representative of the population, and to make the estimates more reliable, sample to population ratios were kept considerably large. The final sample size used in BLS is given in the following table:

Working Children:

Category	Sample Plan	Actual Interviews Conducted
Working Children	400	527
Parents	36	54
Employer	50	57
Total	486	638

Dropouts:

Category	Sample Plan	Actual Interviews Conducted
School Going	150	155
Dropout	50	45
Parents	4	5
Teacher	30	26
Total	134	231

Interviewers

137. Most of the interviewers had masters degree with varying degree of field experience ranging from carefully selected fresh university graduates to those with extensive field

work experience. For qualitative insights, local interviewers and resource persons were also involved when it was considered necessary.

Training

138. To prevent possible interviewers' biases, intensive two day interviewer's training and practice sessions were conducted. The training was imparted at Hyderabad, by master trainers who were subject specialists. The training methodology entailed advanced training techniques, including detailed brainstorming sessions, video presentations, and other interactive adult learning methodologies, such as role plays and group work. The main focus of the training was the six different questionnaires used in the BLS and Dropout Survey, including pre-testing based on actual questionnaires, to improve their quality as well as to train the interviewers. Multi-agency teams comprising subject specialists from UNICEF, SIMPOC, ILO, and AKIDA participated in the training.

Themes and Survey Instruments

139. The data collection methodology primarily encompassed both quantitative as well qualitative research tools. The questionnaires were rigorously pre-tested and revised as necessary, to improve their reliability as well as validity, the two most desirable characteristics of a measurement tool. The baseline survey used the following sets of pre-coded close ended questionnaires, given in the Appendices.

Baseline Survey:

- i. Questionnaire for working children (ref: Questionnaire 'A')
- ii. Household (parent) Questionnaire (ref: Questionnaire 'C') and
- iii. Employer's Questionnaire (ref: Questionnaire 'D').

Dropout Survey:

- i. Questionnaire for school going children: (i) School going only, (ii) School going and working (ref: Questionnaire 'B')
- ii. Questionnaire for dropped out children (ref: Questionnaire 'BB')
- iii. Household (parent) Questionnaire (ref: Questionnaire 'C') and
- iv. Questionnaire for teachers (ref: Questionnaire 'E')

Survey Estimates:

140. The following methodology was used to obtain the survey estimates. The suffixes used to define the formula were:

h : Stratum

j : Establishment

k : Establishment block

i : Group of Working Children

Let:

Y_{hkji} : i-th group of working children, in the j-th establishment, k-th establishment block and h-th stratum

$T_{h...} = \sum_{h...} Y_{h...}$: Total number of working children interviewed in the h-th stratum

$T^*_{h...}$: Total number of working children in h-th stratum

$T_{h..}$: Total number of establishments covered in an establishment block in h-th stratum

$T^*_{h..}$: Total number of establishments in an establishment block in h-th stratum

$T_{h.}$: Total number of establishment blocks covered in h-th stratum

$T^*_{h.}$: Total number of establishment blocks in h-th stratum

$R_{h...} = \frac{T_{h...}}{T^*_{h...}}$: Ratio of children interviewed to the working children in an establishment in h-th stratum

$R_{h..} = \frac{T_{h..}}{T^*_{h..}}$: Ratio of the establishments covered to the total number of establishments in a block in h-th stratum

$R_{h.} = \frac{T_{h.}}{T^*_{h.}}$: Ratio of establishment blocks covered to the total number of establishment blocks in h-th stratum

\hat{Y} : Estimated number of working children in the Universe

Thus \hat{Y} is obtained as:

$$\hat{Y} = \sum_h \frac{T_{h...}}{R_{h.} R_{h..} R_{h...}} \text{ or } \hat{Y} = \frac{\sum_h T_{h...}}{\sum_h R_{h.} R_{h..} R_{h...}}$$

Data Collection

141. Trained interviewers collected data from the sampled children in both the intervention group as well as the control group, parents, teachers, and employers using pre-coded questionnaires mentioned in the above section. Numerical data were collected on family information, place of origin and current living status, personal information, current work history and conditions, past work history of child, personal behavior, health hazards at work, and perception and knowledge, and education information using the above listed questionnaires. Due to the time constraint of the study, interviewers worked relentlessly, conducting interviews simultaneously, sometimes from 9:00 AM, to 7:00 PM, without holidays.

Focus Groups and Key Informant Interviews

142. Critical interviews, in-depth interviews from key informants, reconnaissance survey pre-planning by FBS and AKIDA were part of the data collection process. Qualitative information was also collected through Focus Group Discussions (FGDs), prior to and during BLSs, to complement findings of the BLSs – for details, refer to Chapter V.

Data Cleaning and Creation of SPSS Database

143. After the questionnaires were completed in the field, on the spot quality checks were made by the trained field supervisors. Data entry process was carried out at AKIDA Network Computer laboratory. Different key activities were simultaneously undertaken.
144. The pre-coded responses were converted into an electronic database, SPSS to be more specific, as required by the ToR.
145. An intensive data cleaning and data consistency checks (e.g., universal frequency tables) were conducted by trained SPSS database specialists, in order to assure the quality of the data. The missing data and other data entry problems were addressed in response to the initial data quality reports.

Data Analysis

146. Various data analysis techniques were employed in order to properly synthesize the data. In addition to the descriptive frequency tables, bivariate, and in some cases multivariate level cross-tabulation was computed.
147. Correlation coefficients between continuous (ratio level) variables, that were theoretically important were also computed. The level of significance (or the p -value) have been reported for these correlation coefficients, primarily at two levels, namely $p \leq 0.01$ and $p \leq 0.05$. The correlation coefficient is a numerical summary of association between variables, wherein the sign provides the direction of association, and the magnitude, varying between 0 and 1, indicates the strength. In addition to being important piece of information in itself, the correlation also provides basis for internal consistency and validity of findings reported based on other univariate and bivariate tables. The predominant data presentation technique used for reporting the findings has been graphs, as they provide visual presentation in understanding the findings.

Estimation of Total Number of Working Children

148. Weights, provided by FBS, are used to establish estimates for the total number of children working in the glass bangle manufacturing industry.
149. The estimates have been worked out on the basis of weights provided by the FBS, who determined these weights as per the sampling design and the information on total number of enumeration blocks, number of establishments/households, number of employees/children working in each establishment, provided to them by the implementation agency.

$$\sum_h \sum_k T_{hk} = \text{Total number of establishments covered} = 258$$

$$\sum_h T_h = \text{Total number of Establishment Blocks covered} = 9$$

$$\sum_h T_{h...} = \text{Total number of working children interviewed} = 527$$

$$\sum_h R_h R_{h..} R_{h...} = 1/18.186 \text{ (Provided by FBS)}$$

$$\hat{Y} = 527 \times 18.186 = 9584$$

150. Estimated number of working children in Hyderabad glass bangles is 9584. The age and gender wise estimates are as follows:

Gender	Age Group			Total	% age
	5-9	10-14	15-17		
Boys	725	3219	2834	6778	70.8
Girls	275	1229	1302	2806	29.2
Total	1000	4448	4136	9584	100.0

- 150.1 The age and gender-wise estimates are obtained by using the respective proportion in the interviewed children. In symbols, let the suffix l and m represent the gender and age, respectively.

$$l: \quad 1 = \text{Boys}, \quad 2 = \text{Girls}$$

$$m: \quad 1 = \text{age 5-9}, \quad 2 = \text{age 10-14}, \quad 3 = \text{age 15-17 years}$$

$$a_{lm} = \text{Number of interviewed children in } l\text{-th gender and } m\text{-th age group}$$

$$n = \sum_h T_{h...} = \text{Number of children interviewed}$$

$$\hat{Y} = \text{Estimated number of children in Universe}$$

$$A_{lm} = \text{Estimated number of children in } l\text{-th gender and } m\text{-th age group in the Universe (Target Population)}$$

$$A_{lm} = \frac{a_{lm}}{n} \times \hat{Y}$$

Field Work Ground Realities

- The field work in Hyderabad proceeded smoothly due to the cooperation of bangles manufacturing community at large.

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- We found the average size of establishment (shop cum house) smaller than was planned/anticipated; therefore, 527 interviews were conducted at 258 establishments instead of originally planned 50 establishments.

Lessons Learned

- High commitment of various research partners and stakeholders, sound action planning - iteratively and continuous problem solving, multi-tasking, good training and motivated team work do bring results. Without deep/ continuous involvement of the senior team members, it would not have been possible to satisfactorily complete such a complex exercise.
- The joint exercise with FBS has worked out well, particularly the cooperation from the focal person of FBS was instrumental in creating a workable relationship between Government Department, Implementation Agency and other stakeholders. However more closer interaction and continuous brain storming particularly at the conceptual design and planning stages could make such tasks easier.
- It would be more practical in future to do such time bounded and complex statistical surveys for different industries scattered in pockets as a stand alone exercise given to one selected competent agency.
- Last but not the least, without guidance and supervision of ILO-IPEC SIMPOC, Geneva and effective co-ordination of ILO-Islamabad office, the AKIDA would not have been able to complete a quality job.

IV. FINDINGS OF THE QUANTITATIVE RESEARCH (FIELD INTERVIEWS)

WORKING CHILDREN, PARENTS AND SCHOOL DROPOUTS

Correlation Analysis

151. This section of the report examines correlation between continuous (ratio level) variables that were practically important and statistically significant. The correlation coefficient is a numerical summary of relationship between variables, wherein the sign provides the direction of relationship, and the magnitude, varying between 0 and 1, indicates the strength. In addition to being an important piece of information in itself, the correlation also provided basis for internal consistency and validity of univariate and bivariate findings reported later, based on graphs and reference tables.
152. **Size and Income of Family:** A working child's family size had a significant positive association with the total household income ($r=0.252$, with $p\text{-value} \leq 0.01$), as given in the correlation matrix at the end of this section. The positive significant correlation implies that on the average, the total family income was greater for families having greater size too.
153. **Association of Child's Age with Family's Income and Child's Income:** Consistent with our descriptive analyses reported later, an important finding is that child's age was associated positively with family income ($r=0.166$, with $p\text{-value} \leq 0.01$), and so were child's age and his/her own income ($r=0.465$, with $p\text{-value} \leq 0.01$).
- 153.1 This association means that younger children make a significantly smaller amount of money than older children, and hence their relative contribution to the family's income is also relatively small. An important implication is that it may not be economically as rewarding for parents to have children, particularly younger ones, work and perhaps an alternative activity such as formal or informal education or vocational training may be the best use of children's time.
154. **Child's Monthly Income and Family's Monthly Income:** A significant positive correlation at $p\text{-value} \leq 0.01$ between a child's monthly income and his/her family's monthly income was observed with $r=0.147$. The correlation of a child's monthly income with family's monthly income indicates that on the average, family's income would tend to be larger if the child's own income is relatively larger.

Correlation Matrix

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration in glass bangle unit.	Child's monthly income.	Age of the child, when start working in Glass Bangle Unit.
Family Size	Pearson Correlation	1	.252(**)	.127(**)	0.055	-0.006	0.04	.087(*)	.099(*)
	Sig. (2-tailed)	.	0	0.004	0.215	0.897	0.364	0.048	0.024
	N	527	507	527	511	513	521	519	522
Total monthly family/ household income?	Pearson Correlation	.252(**)	1	.166(**)	0.067	-0.05	.147(**)	.253(**)	0.024
	Sig. (2-tailed)	0	.	0	0.137	0.263	0.001	0	0.587
	N	507	507	507	493	494	501	500	502
Age (in completed years)	Pearson Correlation	.127(**)	.166(**)	1	.164(**)	-0.012	.465(**)	.329(**)	.541(**)
	Sig. (2-tailed)	0.004	0	.	0	0.787	0	0	0
	N	527	507	527	511	513	521	519	522
Child's educational level	Pearson Correlation	0.055	0.067	.164(**)	1	-.108(*)	0.019	0.042	.151(**)
	Sig. (2-tailed)	0.215	0.137	0	.	0.016	0.675	0.348	0.001
	N	511	493	511	511	498	505	503	506
Work Duration	Pearson Correlation	-0.006	-0.05	-0.012	-.108(*)	1	.101(*)	.089(*)	-.126(**)
	Sig. (2-tailed)	0.897	0.263	0.787	0.016	.	0.023	0.045	0.004
	N	513	494	513	498	513	508	506	509
Work Duration in glass bangle unit	Pearson Correlation	0.04	.147(**)	.465(**)	0.019	.101(*)	1	.247(**)	-.426(**)
	Sig. (2-tailed)	0.364	0.001	0	0.675	0.023	.	0	0
	N	521	501	521	505	508	521	514	517
Child's monthly income.	Pearson Correlation	.087(*)	.253(**)	.329(**)	0.042	.089(*)	.247(**)	1	0.072
	Sig. (2-tailed)	0.048	0	0	0.348	0.045	0	.	0.104
	N	519	500	519	503	506	514	519	515
Age of the child, when start working in Glass Bangle Unit.	Pearson Correlation	.099(*)	0.024	.541(**)	.151(**)	-.126(**)	-.426(**)	0.072	1
	Sig. (2-tailed)	0.024	0.587	0	0.001	0.004	0	0.104	.
	N	522	502	522	506	509	517	515	522

** Correlation is significant at the 0.01 level (2-tailed).

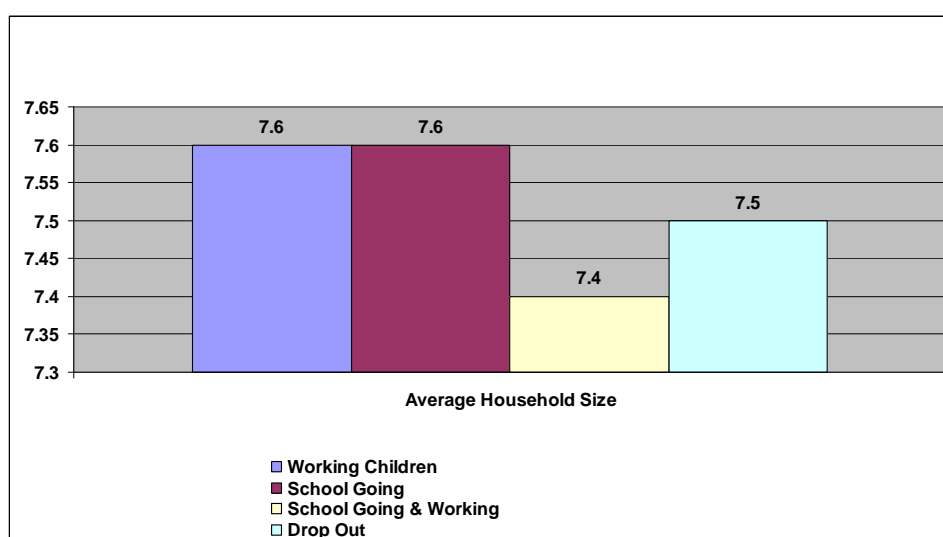
* Correlation is significant at the 0.05 level (2-tailed).

155. **Child's Years of Schooling, Work Experience and Age When Started Working in the Industry:** Association of the variable "child's years of schooling" with "work experience" was statistically non-significant. Statistical non-significance of the association implies that in the glass bangles industry, either work does not disrupt schooling considerably as it is done mostly at home, or perhaps the tendency to go to school does not exist, regardless.
156. **The association between education and age** when started working was positive ($r=0.151$, p -values ≤ 0.01), yielding somewhat trivial yet important connotation that children who start working early and have been in the workforce longer, tend to have lower levels of education.
157. **Work Experience and Monthly Income:** A strong positive association existed between "work experience" and "monthly income of child" ($r=0.247$ p -value ≤ 0.01), indicating that the longer one works in the industry, the higher are monthly wages.

Household Profile

158. This section of the report covers Family's Demographic and Economic Characteristics.
159. **Household Size:** Household or family size is an important demographic variable. The average household size for the working children covered in this study was rather high (7.6 members). It ranged from 1 to 14, with 78.3% having a family size of six to ten. The bigger family size is, perhaps, attributable to several factors but the two main explanations seem plausible. Poor families tend to have larger family sizes, and the households with no children are excluded from these figures. Accordingly, the average household size is bigger for these households of working children than the average household in Hyderabad (6 persons).

Average Household/Family Size

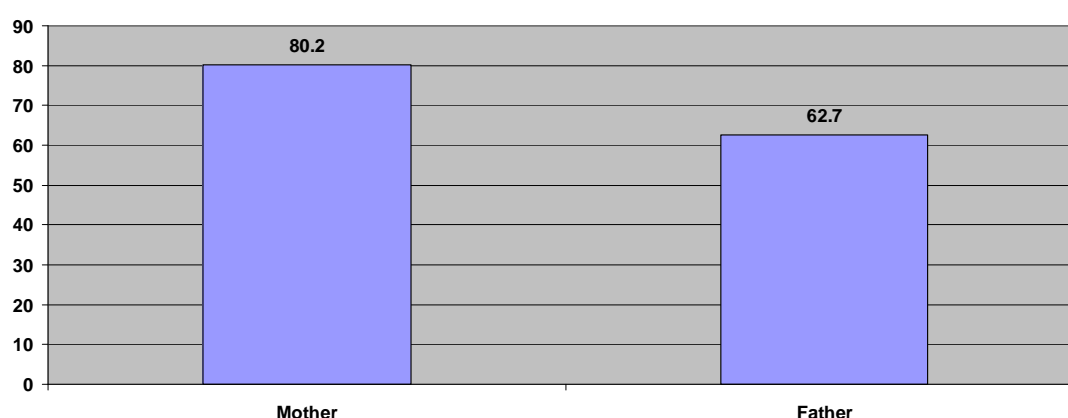


160. **Household Income:** The average monthly household income for the family of the children in the glass bangles industry was Rs.4,936. Considering an average

household size of 7.6, the average monthly income per person in the households of working children comes out to be at Rs.649. This level of income puts an average family right below the poverty line of Rs.750 per capita in 2002-2003.

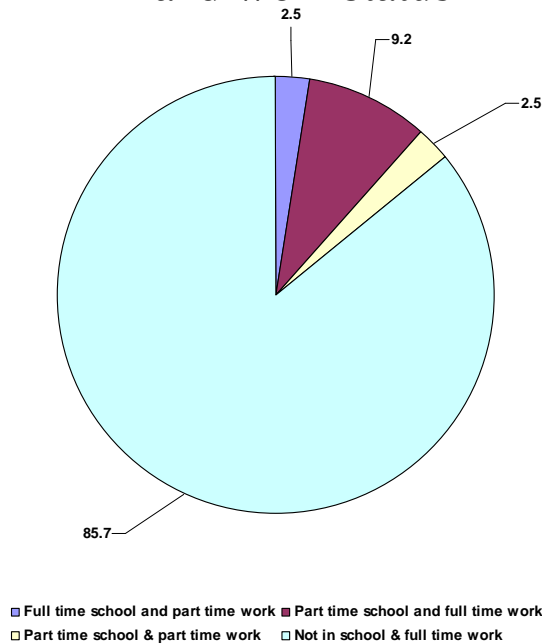
161. Different interventions would work for families with considerably different incomes. The big question from intervention's point of view would be whether families at extreme poverty levels would be able to survive without the working child's income.
162. **Father's Employment/Occupational Status:** Nearly 61% of the children mentioned their father actually worked in the glass bangles industry. The rest mentioned their fathers were involved in various types of blue collar jobs.
163. **Parents' Level of Education:** Mother's level of education is generally considered a strong predictor of children's social status and economic potential. Mothers of working children in our survey reportedly had a very high illiteracy rate of 80.2%. Illiteracy rate of the mothers of children who were school drop-outs was no different from those of the school going children. It was slightly lower (70.5%) for mothers whose children were both going to school and working as well.
164. Father's education is another important variable in determining risk of child labour participation, although the effect may not be as strong as that of mother's education. Among the sampled children, overall level of education for the fathers was relatively higher as their illiteracy rate was lower (62.7) than that for their mothers (80.2%).

Percentage Distribution of Children by Parents who were Illiterate



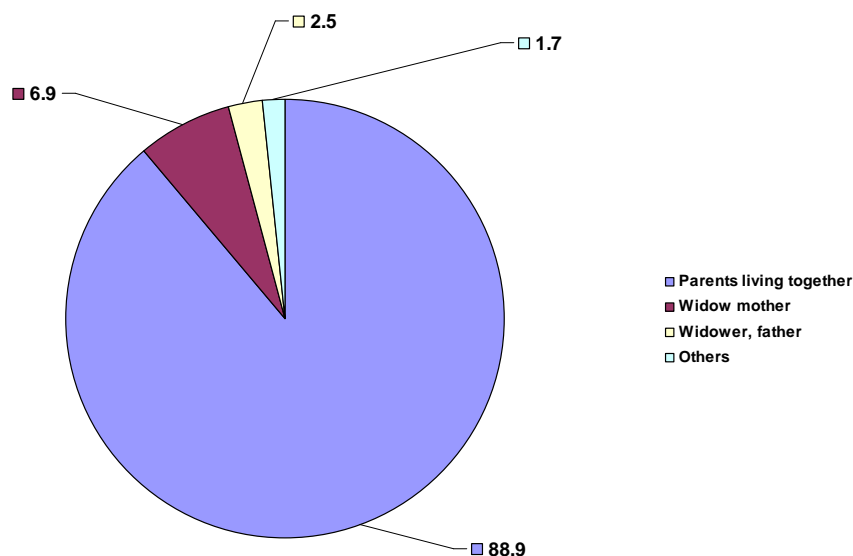
165. **Status of Working Child's School Attendance:** Of all working children, 85.7% were not in school and were working full time. A very small proportion was doing full time school and part time work. The proportion of children who were working full time with part time school was 9.2%.
166. The distribution of children by their status as a student or a worker has important implications. Perhaps it shows that the work is too demanding to allow children to study. This becomes clearer later when questions were asked on whether children will attend school if arrangements were made.

Percentage Distribution of Children by School Attendance and Work Status



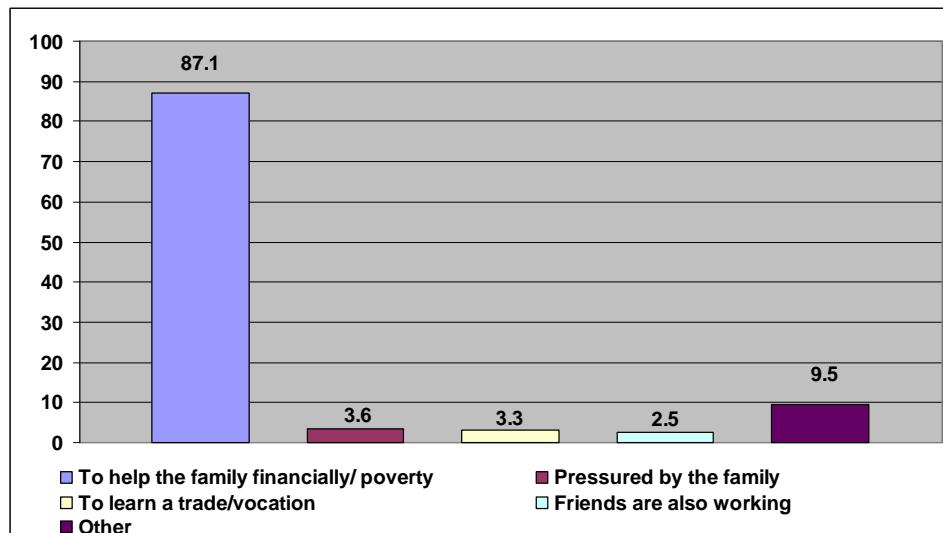
167. **Child' Rank among Siblings:** The order of the working child among his or her siblings has interesting implications. Although children in our study come from rather larger families compared with overall average household size in Pakistan (6.8), the most frequent rank was second followed by first and third.
168. **Parents' Marital Status:** Contrary to the popular belief that working children tend to come from broken homes, a great proportion (89%) of children in our sample had both parents living together. Only about 7% had a widow mother. Among children who were both studying and working, a relatively smaller proportion (83.3%) had both parents living together. This is in line with common sense notion that children of broken families are more likely to work and study as well.

Percentage Distribution of Children by Parents' Marital Status



169. **Children's Reasons for Working:** Across thirteen most likely reasons for children to be working, a strikingly high proportion of children (87.1%) mentioned poverty to be the main reason. More specifically, they did so to help family financially. The case of those who were working as well as going to school, 66.7% gave this reason for working. A small proportion said they were working because their parents were under debt.

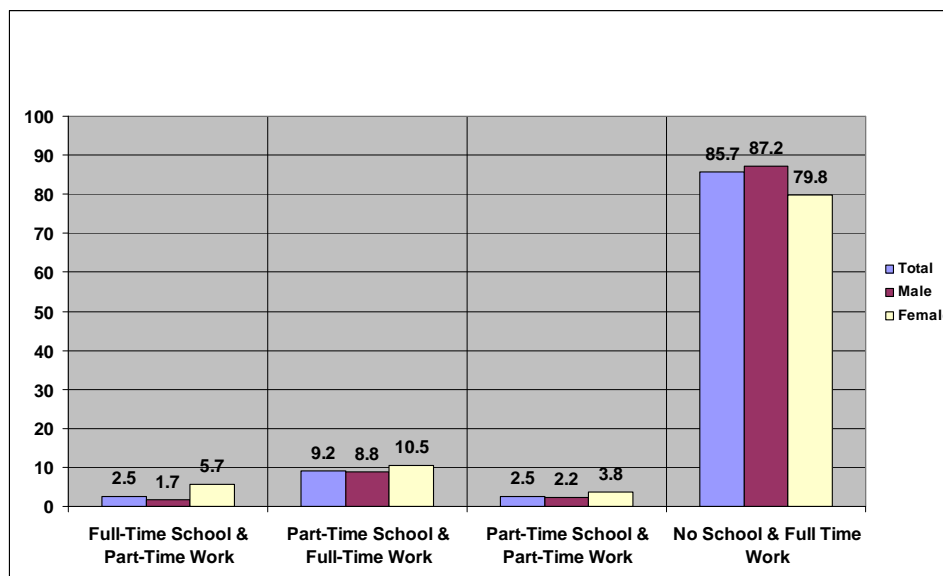
Percentage Distribution of Children by Reasons to Work



Educational Achievements and Activities

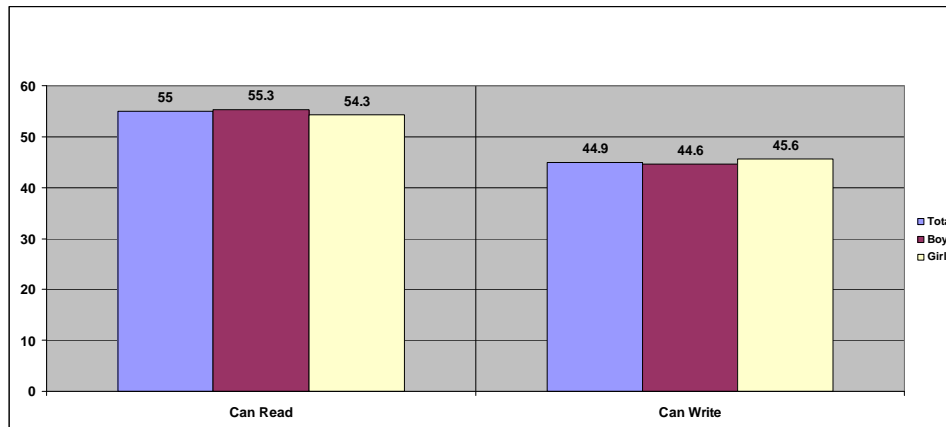
170. **Nature of School or Work Activities:** Approximately 86 percent working children worked full time. A considerably smaller proportion of workers did both work and study on part time basis. More boys were full time workers (87.2%) than girls (79.8%).

Percentage Distribution of Children by Nature of School or Work Activities



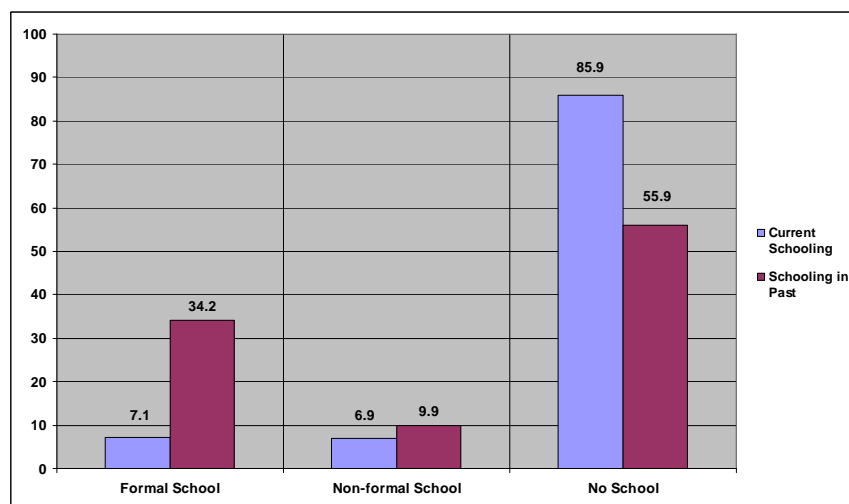
171. **Literacy Status and Schooling:** A working child's inability to read and write is a proxy for lost opportunity for schooling, be it formal or home schooling. Of the children working in glass bangles industry, 55% mentioned they could read, and 44.9% said they could write. Literacy rate in terms of ability to read was almost same for boys (55.3%) and girls (54.3%). The literacy rate in terms of their ability to write was slightly lower for boys (44.6%) than girls (45.6%).

Percentage Distribution of Children by Ability to Read and Write



172. The question on school attendance reveals interesting patterns as well. A sizeable proportion of child workers never attended a formal school or obtained education in an informal education setting. Only about 7% children were working as well as attending a formal school, whereas another 7% were getting educated in an informal setting at the time of the survey.

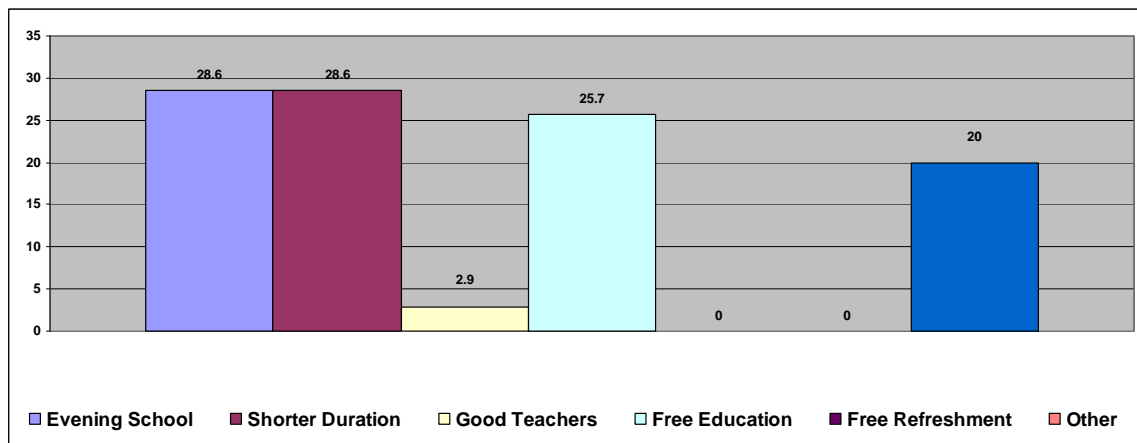
Percentage Distribution of Children by School Attendance Status



173. **Reason For Considering or Actual Dropping Out of School:** All the dropouts indicated the single reason for actually dropping out of school, "wanted to help family financially".

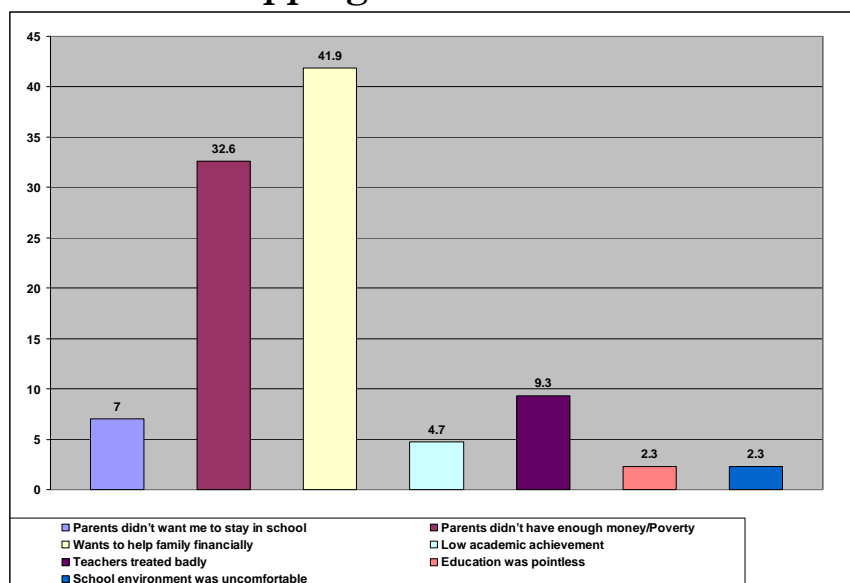
174. **Suggestions by the Dropouts for Attracting, Retaining, and Improving Performance of Working Children in School:** School dropouts gave interesting yet useful suggestions for attracting, retaining, and improving the performance of working children in school. There was a tie between two response categories "more evening schools", and "schools with shorter duration of study day" at 28.6% each. Another 25.7% suggested that free education will be helpful in attaining this goal.

Percentage Distribution of Children by Suggestions for Making Schools More Attractive



175. **Reasons for Dropping-Out from School:** Poverty was the underlying reason for most dropouts. The highest proportion mentioned that they dropped out because they wanted to help the family financially (41.9%). Another 32.6% said their parents did not have enough money due to poverty and that is why they had to dropout. Other predominant reasons included "teachers treated badly" (9.3%), and "parents did not want me to stay" (7%) in school.

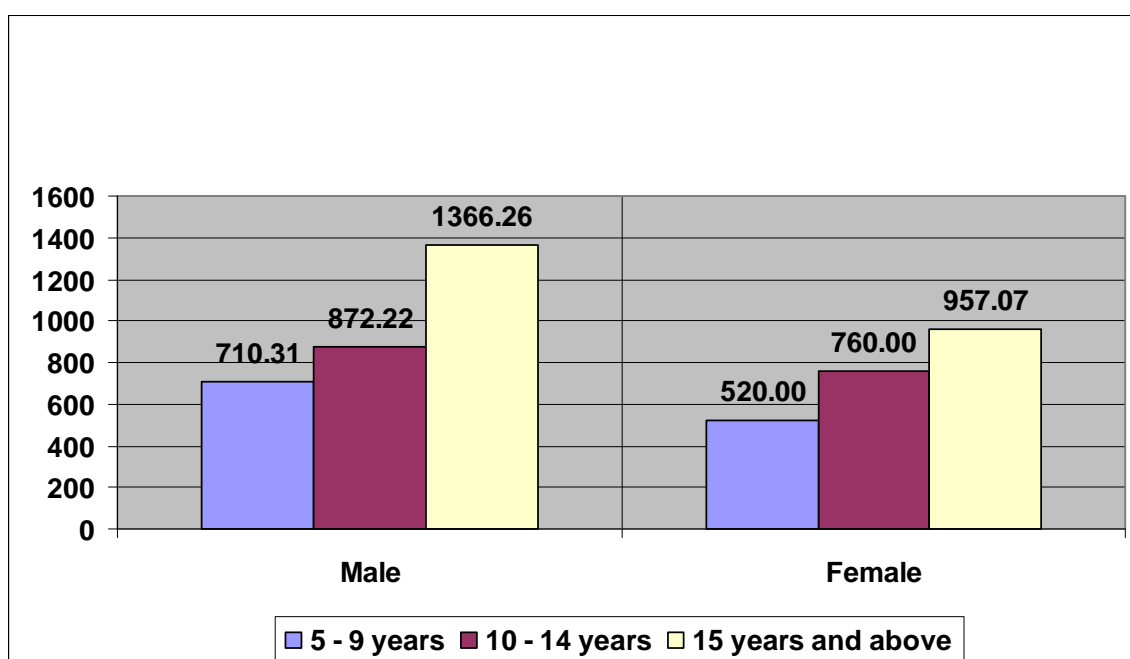
Percentage Distribution of Children by Reasons for Dropping-Out from School



Financial Aspects

176. **Financial Support of the Family:** In 82.9% of the cases, father supported the family. Children themselves supported the family in 42.7% of the cases. Mothers of 12.6% children were also supporting the family in some cases. In some cases, brothers (30.1%) and sisters (11.0%) were also economically active.
177. **Monthly Income of Working Children:** Working children mostly earned very low wages. Over one-half of the entire sample made less than Rs.1,000 per month. Another 36.5% made between Rs.1,000 per month to Rs.1,999 per month. Only about one-fourth of all children earned over Rs.2,000 per month. The average income of these children was Rs. 1030.5 per month.

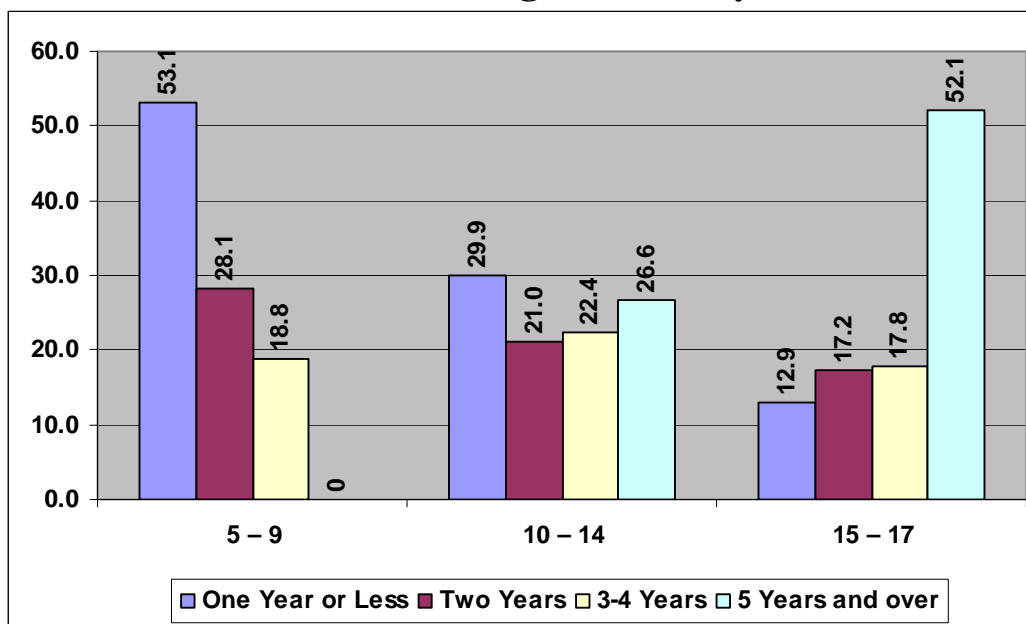
Distribution of Children by Average Monthly Income (in Rupees)



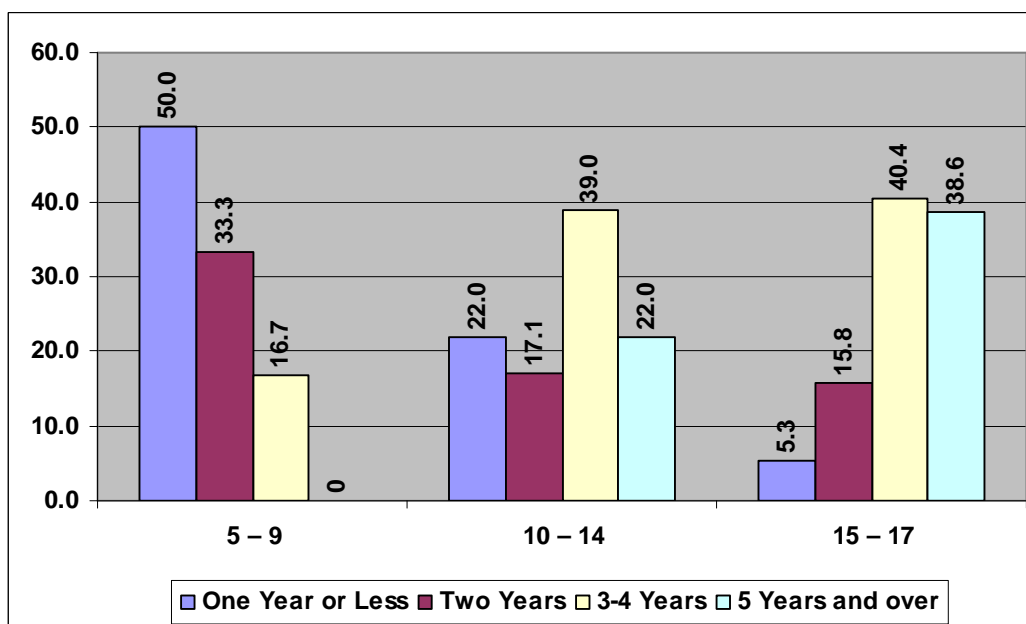
Working Conditions and Health Hazards

178. **Duration of Work in Bangles Industry:** The duration of work in the glass bangles industry coupled with information from other related questions reveals the attraction of the industry to child labor and its potential for recruitment of children. The mode for the duration is 2 years. A majority of children (58%) had worked for three years or longer in the glass bangle industry. Those who had worked for less than six months or so made up only 9.5% of the sample.

Percentage Distribution of Male Children by Duration of work in Bangles Industry



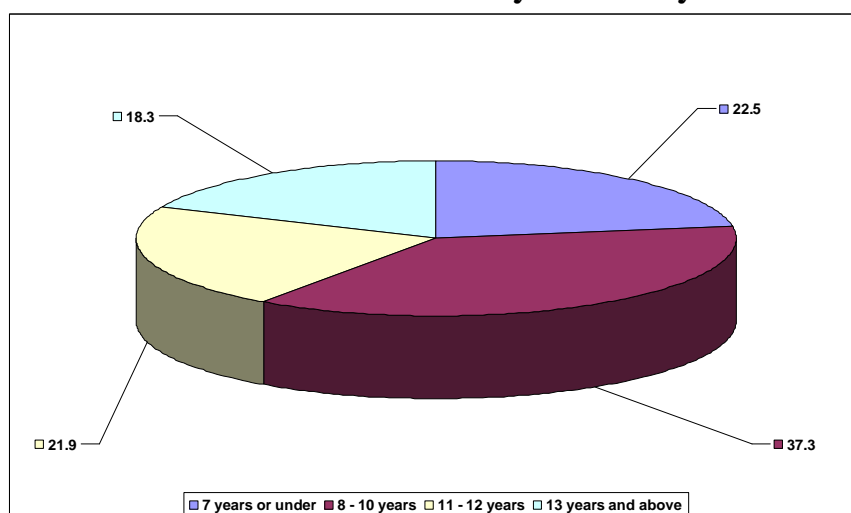
Percentage Distribution of Female Children by Duration of work in Bangles Industry



179. **Who Put Child at Work in Glass Bangles Industry:** Parents in most cases are the ones who put the child to work. Of all working children, approximately 62% mentioned that their parents put them to work. Another 25.9% mentioned it was their own decision to start working. Only about 9% were put to work by relatives.
180. **Age at Which Child Started Work in Glass Bangles Industry:** The modal age for starting work among the sampled children was 10 years. Some children mentioned

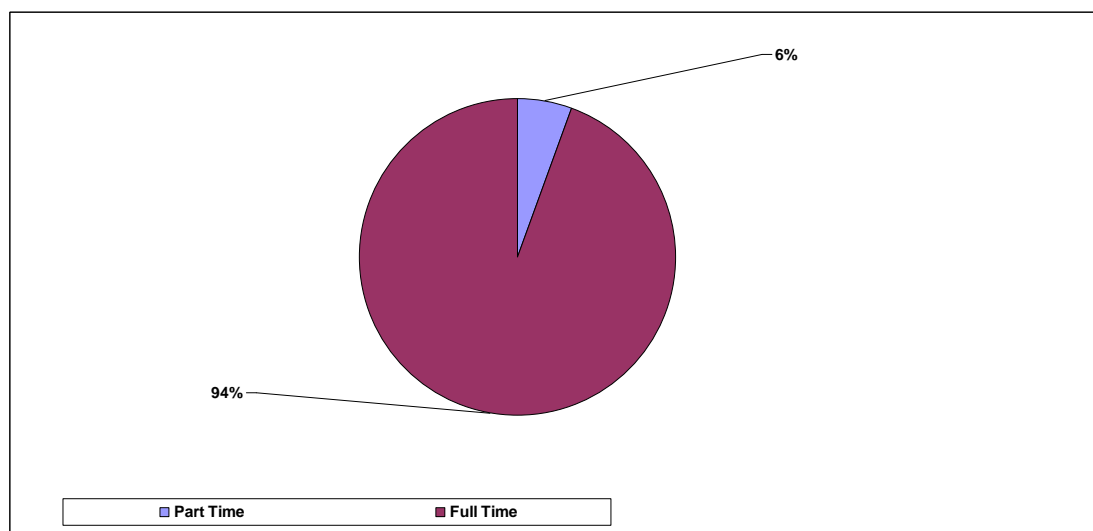
starting work as early as 4 years. Over 60% started working at the age of 10 years or under.

Percentage Distribution of Children Age at which they Started Work in any Industry



181. **Work Load in Glass Bangles Industry:** The average duration of work per day for the children in glass bangles industry was 8.5 hours. However, there is a strong chance that these reported hours include the break times and travel time if any. Most children work full time, six to seven days a week (94.5%). When asked if the children did any other work, almost all of them (98%) mentioned that the job with glass bangle industry was the only one.

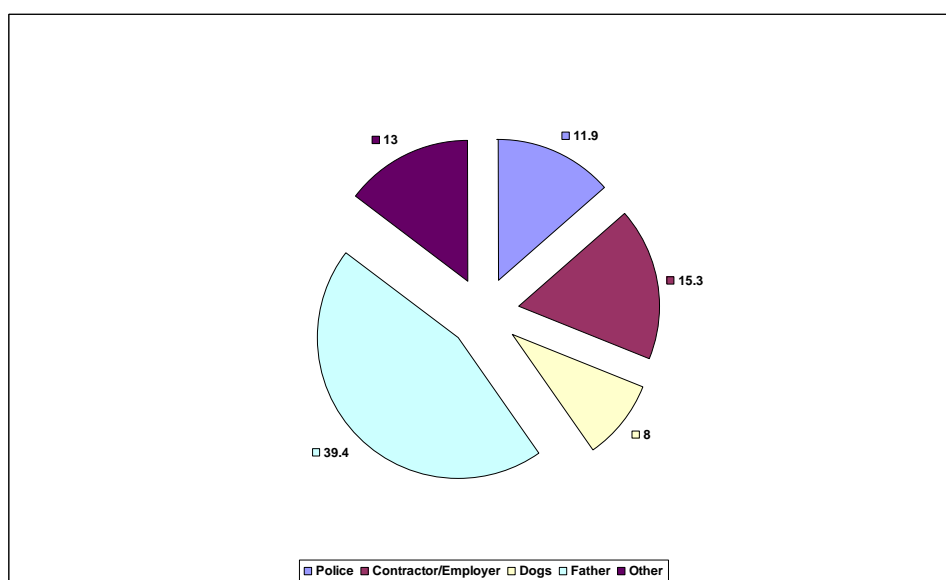
Percentage Distribution of Children Age at which they Started Work in Glass Bangles Industry



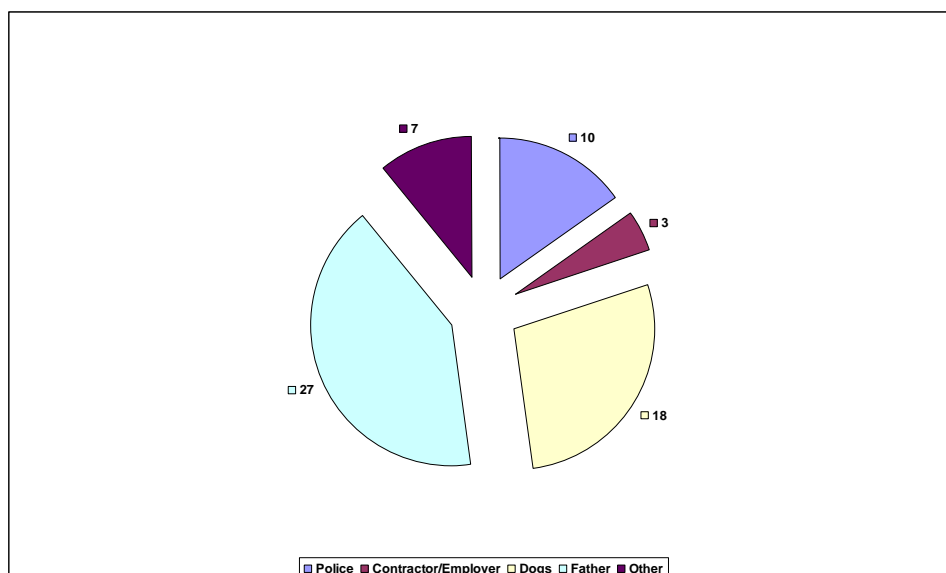
182. **Penalized by Employer:** Most children (70.2%) in our sample mentioned they seldom got penalized by employers. Roughly one in every four indicated they sometime get penalized, whereas only a small minority (1.9%) mentioned they got penalized mostly.

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183. **Types of Fears Facing Children:** Intimidation and fear are among various factors detrimental to the mental health of the child. The children expressed various kinds of fears. Most of them (37.0%) were afraid of their father, with greater percentage of boys (39.4%) feeling so than girls (27%). A substantial proportion of children expressed fears related with employer or contractor (12.9%), police (11.5%), dogs (10.0%) and big boys (3.9%).

Percentage Distribution of Children by Types of Fears Faced by Male Children



Percentage Distribution of Children by Types of Fears Faced by Female Children



184. **Nature of Tasks Performed by Children:** Children were involved in all kinds of tasks. Of all the tasks in bangle-making process, designing is the safest, which is not completely safe either. Approximately 27% of the children were working as

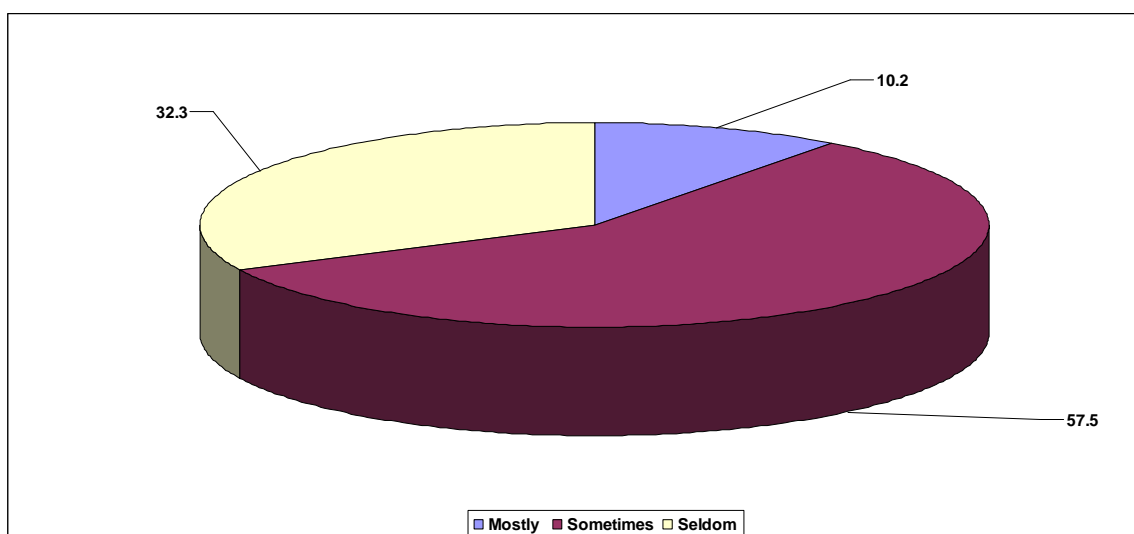
designers. Another 11.4% were involved in miscellaneous tasks which may or may not be hazardous. Rest of the processes that were hazardous in nature, including heat treatment or Paklai, melting, cutting, straightening, and the like, engaged the remaining 61.6% of children. Children doing these tasks were at risk of either having heat-related health risks, risk of catching their clothes on fire, or risk of cuts due to broken glass pieces.

Percentage Distribution of Children by the Task They Performed

Tasks	5 – 9 years		10 – 14 years		15 – 17 years	
	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Melting	6.1	16.7	8.3	9.8	1.2	0
Closed bangle (toras)	15.2	0	13.9	12.2	12.2	8.8
Cutting	15.2	0	8.8	2.4	7.3	3.5
Straightening/Household candle operation (Sudhai)	0	16.7	3.2	9.8	1.8	5.3
Joining (Jorai)	3	49.9	6	26.8	8	22.8
Rounding (Chaklai)	18.2	0	13	2.4	15.2	5.3
Designing	27.3	16.7	23.6	24.4	28	38.5
Moulding	0	0	1.4	0	4.3	0
Heat Treatment (Paklai)	9	0	5.1	0	5	0
Loam/Pulling glass for straightening (tari)	0	0	2.8	4.9	3	12.3
Other	6	0	13.9	7.3	14	3.5
Total	100	100	100	100	100	100

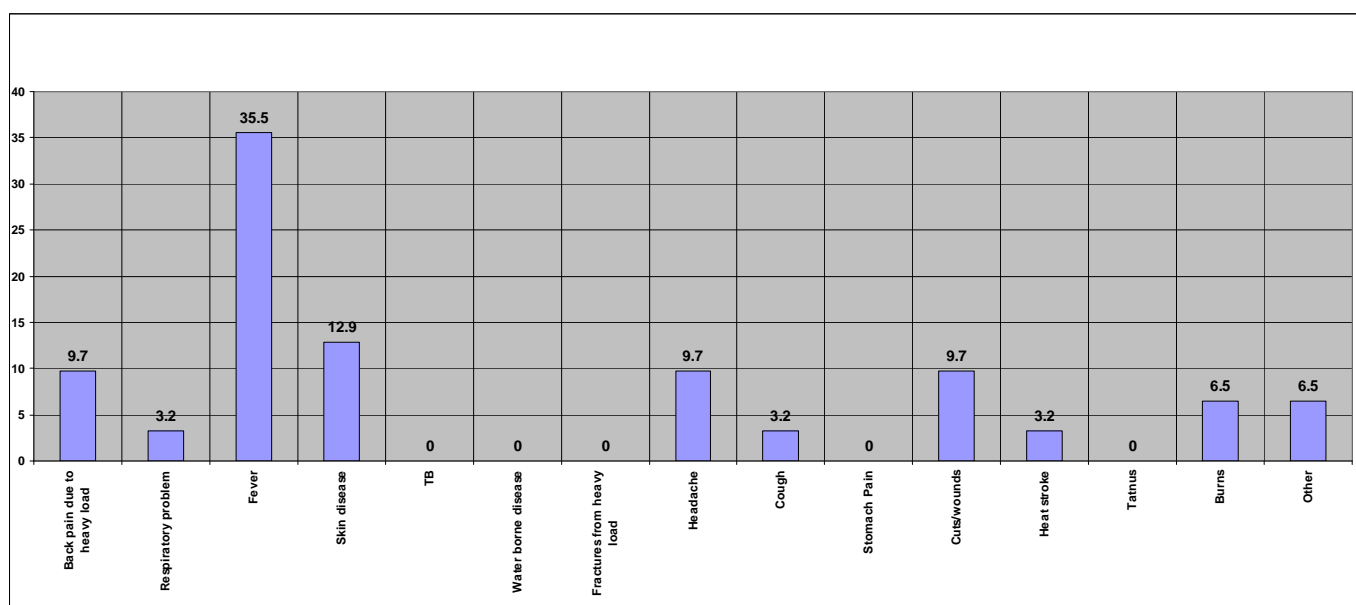
185. **Sickness and Injury Due to Work:** Injury and sickness have been reported in this study which varied by type of industry. Nearly 58% children mentioned they had sickness or injury "sometimes" due to work. There were 10% who mentioned "mostly" being injured or sick. Approximately one-third said they "seldom" had work-related sickness or injury.

Percentage Distribution of Children by Frequency of Sickness and Injury due to Work



186. About six percent children mentioned they were still suffering from sickness or injury due to work.
187. The most frequent of all types of injury and sickness category was "fever" for 35.5% of the children. Other categories included skin disease for 12.9%, and a tie at 9.7% each for three categories, namely, cuts and wounds, back pain due to heavy load, and headache. Burns (6.5%), respiratory problems, cough, and heat stroke, each mentioned by 3.2% children were the next most frequent types of injury/sickness.

Percentage Distribution of Children by Type of Sickness and/or Injury



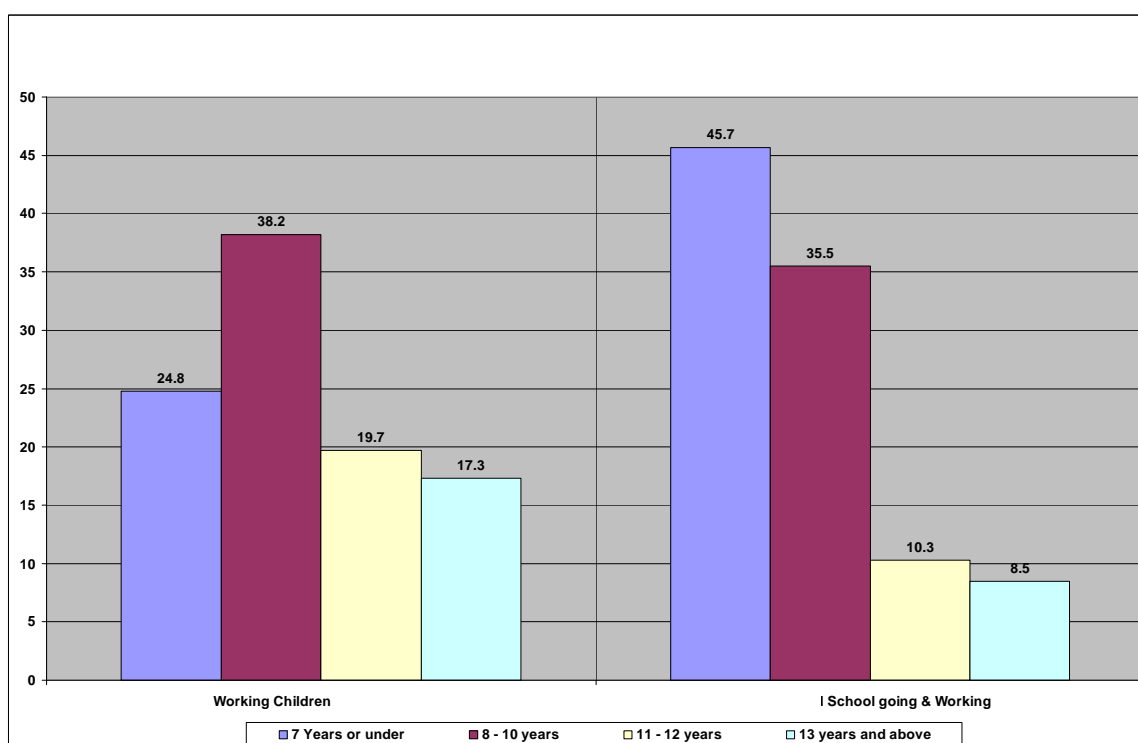
188. **Consultation with a Medical Professional in Case of Work-Related Illness and Injury:** When asked whether a medical professional was consulted in case of injury, almost half of the working children gave an affirmative answer by choosing the category "yes".
189. Reasons for not consulting a medical professional, for a large part, portrayed the access or availability issue. Lack of money was the most frequent reason selected by 55.0%. Other reasons included no health outlet or dispensary, or variety of reasons categorized under the "other" category in the questionnaire. Exactly one-fourth of the working children said it was not necessary to consult a medical professional.
190. **Protection While Working:** Given the hazardous nature of the various processes in the glass bangles industry, a striking finding is that over 96% children mentioned they did not wear any protection. A small proportion (1.4%) wore mask on mouth and nose and another one percent wore gloves.

Percentage Distribution of Children by Type of Protection

Types of Protection	%
Does not wear any protection	96.4
Boots/Shoes while working	0.4
Gloves	1.0
Head cover	0.2
Face mask on mouth & nose	1.4
Glasses	0.6
Other	0.0

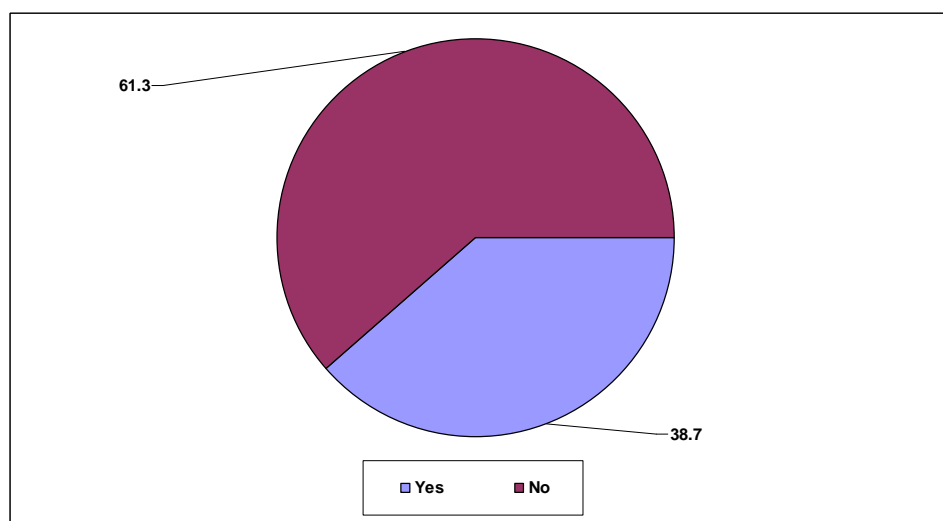
191. **Age at which the Child Started Work the First Time:** The modal age for starting work the first time by the sampled children was 10 years. Some children mentioned starting work as early as at the age of 2 years.

Percentage Distribution of Children by Age at which the Child Started to Work for the First Time



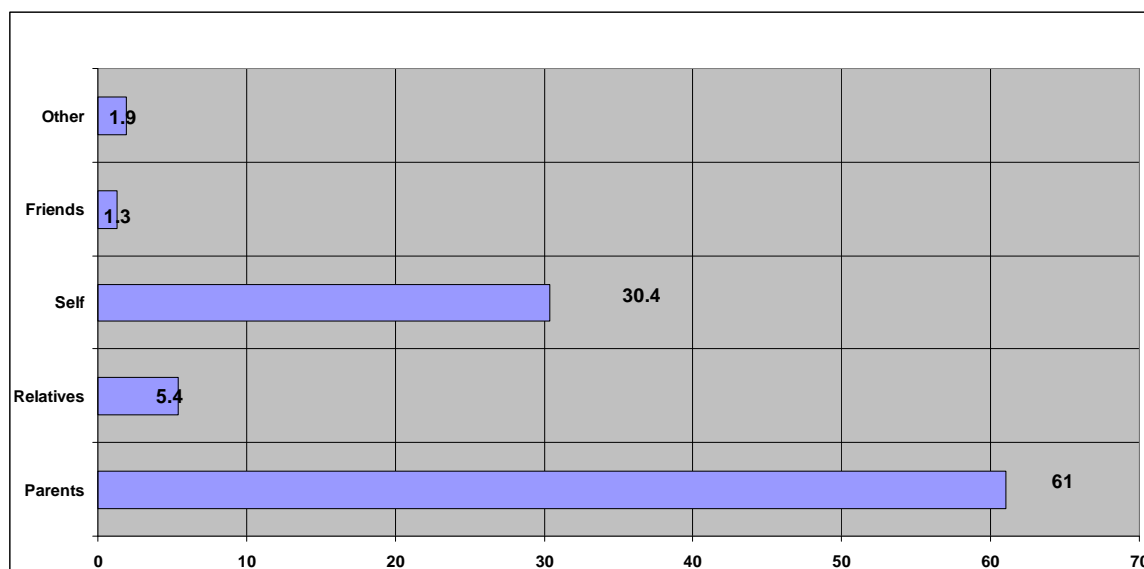
192. **Dropped Out of School to Work:** Many students had to quit school in order to join the labour force. There were over 39% such children in our sample who had to leave school in favour of work.

Percentage Distribution of Children by whether they Dropped Out of School in order to Work



193. **Who Put child at Work the First Time:** Parents in most cases are the ones who put the child to work. Of all working children, roughly 61% mentioned that their parents put them to work. Another 30.4% mentioned it was their own decision to start working. Only about 5.4% were put to work by relatives.

Percentage Distribution of Children by Those Who Put the Child at Work for the First Time

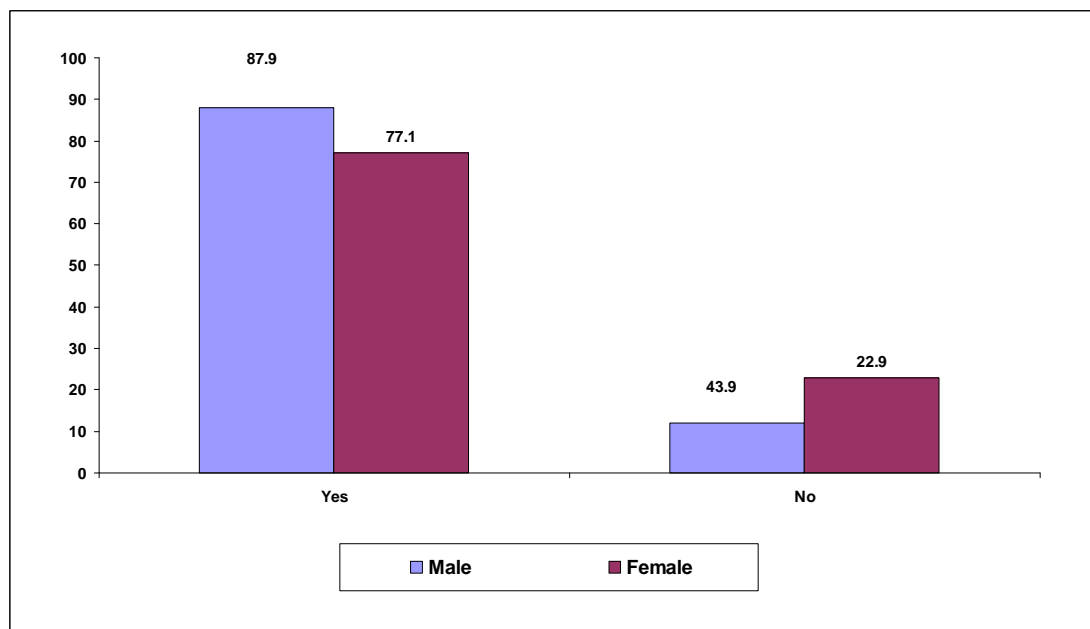


Personal Behaviour

194. **Children Get Enough Food:** A considerable proportion of children (over 14%) in bangles industry reported that they did not get enough food. That compares at 4.2% of children working in coal mines, 5.3% working in surgical instrument

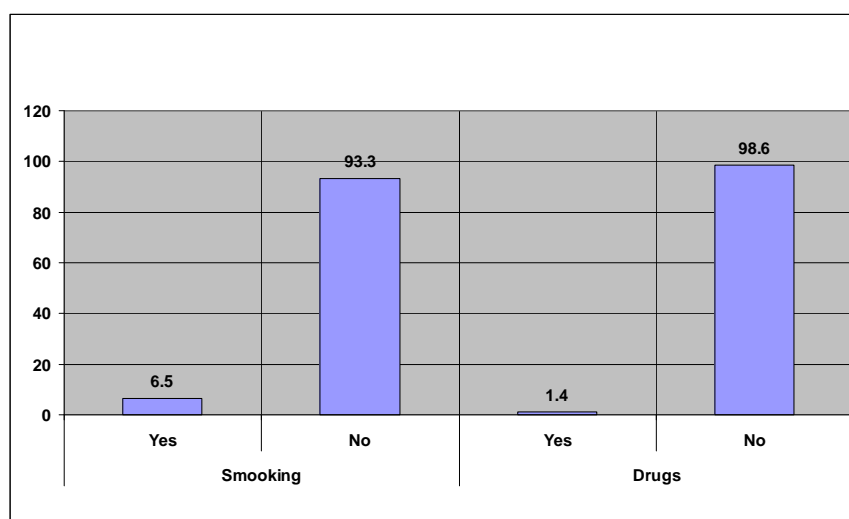
manufacturing, and 9.2% working in tanneries. Nearly twice as many girls (22.9%) did not get enough food as boys (12.1%).

Percentage Distribution of Children by Access to Enough Food



195. **Smoking and Drug Use:** Over 6.5 percent children reported they smoked cigarettes. A small proportion (1.4%) mentioned using drugs. Regarding the time since starting smoking, about 30% had been smoking for over two years. Exactly one-third had been smoking for over a year but less than two years.

Percentage Distribution of Children by Smoking & Drug Usage Status of Working Children



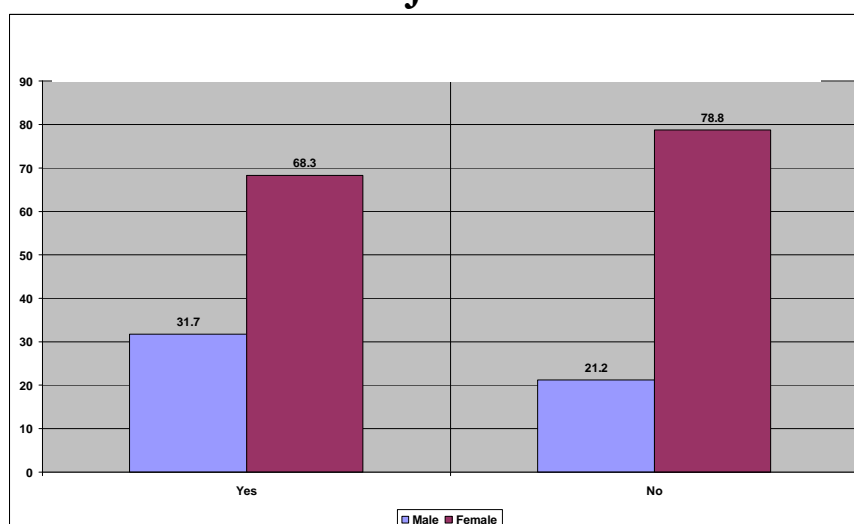
196. **Place where Children Spent their Time:** Almost half of the working children spent time at home. A striking proportion (36.4%) spent their free time at street,

while 11% did so at a club such as snooker or video game. Only 1% spent their free time at the mosque.

Personal Information and Perception

197. **Opt for School if Arranged:** Another interesting or striking finding from the survey is that over 61% children said they would go to school if one was arranged for them.
198. **Type of Education:** When asked about the type of education they would like to get, exactly 50% mentioned they would prefer full time formal education. Another 29.2% percent showed preference for formal part-time education.
199. **Abuse in Job:** Another important finding of this study is the mention of abuse in job by 31.7% male and 68.3% female children.

Percentage Distribution of Children by Reporting Abuse in Job



200. The intensity of abuse was mentioned to be light by 52.5% of the workers. The medium abuse was experienced by about 29.9% male children and 31.8% female children.

Percentage Distribution of Children by Intensity of Abuse

	Male	Female
Light	49.3	68.2
Medium	29.4	31.8
Heavy	21.3	0.0

201. **Environmental Situation at Workplace:** Environmental hazards are among the important factors in making child labour undesirable. In bangles industry, cleanliness, lighting, and ventilation were reported to be good by 20.5%, 18.3%, and 18.4% of the working children respectively. The poor or bad levels of cleanliness, lighting, and ventilation were reported by 8.9%, 12.6%, and 18.8% of the working children

respectively. Whereas, majority rated these as fair (between ventilation 62.7% - cleanliness 70.5%)

Rating of Environmental Situation at Work Place

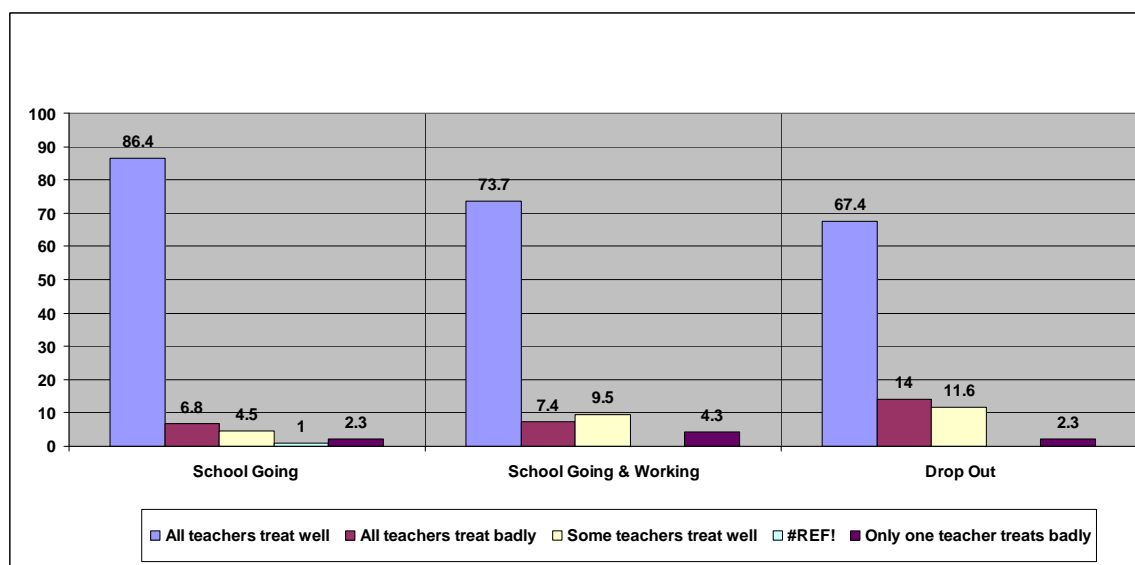
	Good	Fair	Bad
Cleanliness	20.5	70.5	8.9
Lighting	18.3	69.1	12.6
Ventilation	18.4	62.7	18.8

202. The safety of tools which is one of the few aspects of safety at work place was a concern of several children in glass bangles industry. Over 24% thought the work tools used at their workplace were unsafe, while 15.2% did not want to comment on this issue.
203. **Recommendation of Job in the Same Industry to Siblings:** When asked if they will recommend the job in the same industry to their siblings, nearly 59.7% said they would not. This is perhaps an indication that the children don't see their work as very desirable and that they would like for their siblings to go for better jobs.

Perceptions of Children about School and Work

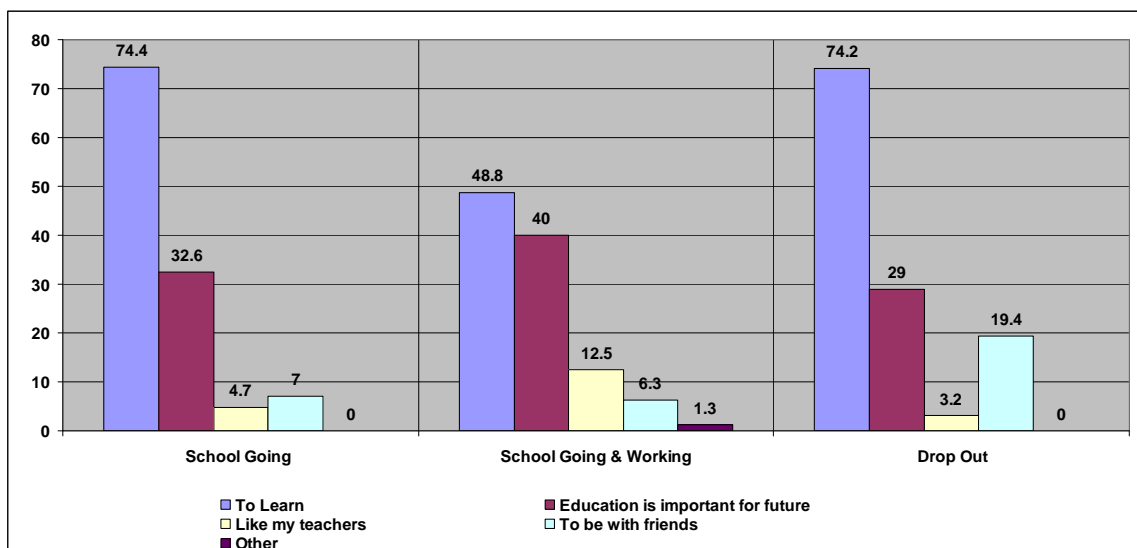
204. **Children's Perceptions about Treatment by Teachers:** Most school going children (86.4%) thought all school teachers treat children well. In contrast, proportion of non-school going children who thought all school teachers treat children well was relatively lower (73.7%), and that of school dropouts was even lower (67.4%). Among the children who thought all school teachers treat children badly, the highest proportion consisted of those who were school dropouts.

Percentage Distribution of Children by Children's Perceptions about Treatment by Teachers



205. **Reasons for Attending School:** Among the most preferred reason for attending the school was "to learn" with an interesting little pattern. About 74% of the children who were school going and the same proportion of those were school dropouts thought that learning process was the most compelling reason to go to school. Interestingly, those who were attending school as well as working, a considerably lower proportion (48.8%) selected this category. The next most favourite response was "education is important for future". Education was important for future was indicated by over 40.0% of those who were actually doing both attending school as well as working. Other children thought that was relatively less important a consideration.

Percentage Distribution of Children by Reasons Indicated for Attending School



206. Among the dropouts, 19.4% mentioned that one of the reasons for going to school was to be with friends. This means they were partially interested in schooling for a satisfaction that can be achieved at the workplace, or being idle as well.
207. **Reasons for Disliking School Attendance:** Regarding the reason for disliking school attendance, substantially different patterns were observed among children. Those who were school dropouts they mentioned financial constraint such as "cannot afford" as the primary reason behind their dislike for school attendance, as 71.4% opted for this response. In contrast, among those going to school as well as working, only 8.3% thought the issue of affordability was the reason to hate school attendance. Major implication for intervention is making the schooling more affordable for those who would attend school if it was affordable.
208. While none of the children who were school dropouts reported "did not get along with my peers" as a reason to dislike school attendance, a clear majority (58.3%) of those students who were workers as well gave that as a reason. Don't like the subjects (16.7%), the school day is too long, school is unpleasant, and don't do well in school (8.3% each) were other reasons given by the student workers. School day was too

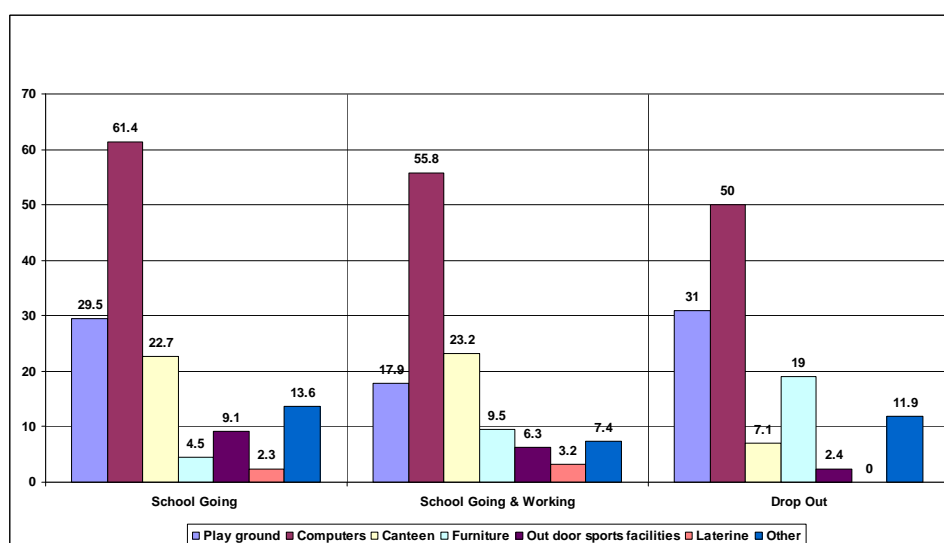
long was also a concern for 14.3% of the school dropouts. This implies that a study programme better catered to students who are also expected to bring home some income may help prevent school dropouts.

Percentage Distribution of Children by Reasons for Disliking School Attendance

	School Going & Working	Drop Out
Cannot afford	8.3	71.4
Don't get along with my peers	58.3	0
Teaching methods are not attractive	8.3	7.1
Don't like the subjects	16.7	0
The school day is too long	8.3	14.3
School is unpleasant	8.3	0
Education is pointless	0	0
Don't do well in school	8.3	0
Prefer to work	0	0
No one helps in solving my problems	0	0
Can't do my schoolwork	0	0
Other	0	21.4

209. **Facilities School Lack:** Children's perceptions about the facilities school lack will be of interest to intervention strategists. All children selected lack of computers to be the most frequent response category. Over 61% school going, 56% student workers, and 50% dropouts mentioned lack of computers as the most lacking facility. Lack of good playgrounds, canteens and outdoor sports fields were the other facilities needing attention.

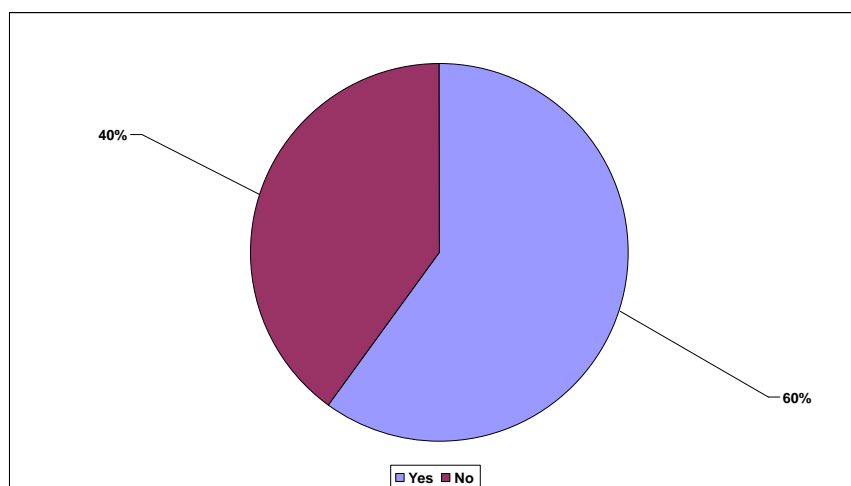
Percentage Distribution of Children by their Perception of Facilities School Lack



210. **Percent Distribution of Children Liking Their Work:** When asked if the working children liked their work, a clear majority of 60% said yes they did. This finding

appears paradoxical in the light of the results of some previous questions in this report where the majority of children mentioned they would not recommend this work to their siblings. This is perhaps an indication that children are willing to sacrifice but they would not like their siblings to be in the same situation.

Percent Distribution of Children by Liking Their Work



211. **Parents Happiness about Children's Work:** When parents were asked if they were happy about their children's work, a majority (80%) said they were not.
212. **Preference for Future Profession:** The most preferred future profession turned out to become a businessman (17.4%). Other frequent preferences were for becoming a teacher (10.7%), a doctor (10.5%), remaining an industrial worker (9.9%), mechanical worker (7.8%), government employee (6.4%), and armed forces (5.2%).

Percentage Distribution of Children by Future Professions

Future Professions	%age
Mechanical worker	7.8
Carpenter	1.4
Blacksmith worker	0.2
Industrial worker	9.9
Tailor	2.9
Agriculture worker	0.2
Mason	1.2
Businessman	17.4
Shop assistant	2.5
Doctor	10.5
Engineer	2.1
Teacher	10.7
Government Employee	6.4
Armed Forces	5.2
Other	10.7
Do not Know	11.0

213. **Parents' Preferences for Future Professions of Working Children:** Parents had comparatively different preferences for the future profession of their children with

teacher (29%) attracting the most frequent response followed by industrial worker (16%), mechanical worker (11%), and tailor (5%). Interestingly in contrast to children's choice for becoming a doctor, parents were perhaps more practical and did not show any preference for this profession.

Percentage Distribution of Parents by Preference of Future Profession of Working Children

Future Professions	%age
Mechanical worker	10.7
Carpenter	0
Blacksmith worker	0
Industrial worker	16.1
Tailor	5.4
Agriculture worker	0
Mason	0
Businessman	7.1
Shop assistant	0
Doctor	0
Engineer	5.4
Teacher	28.6
Government Employee	0
Armed Forces	0
Other	25
Do not Know	1.8

214. **Benefit to Family from Child's Work:** The most important benefit to parents from child's work was the financial contribution made by the child through his or her work as 76% of the parents indicated this benefit. The next important reason was to help in family vocation (12%) followed by apprenticeship or learning a trade.

EMPLOYERS' VIEWS

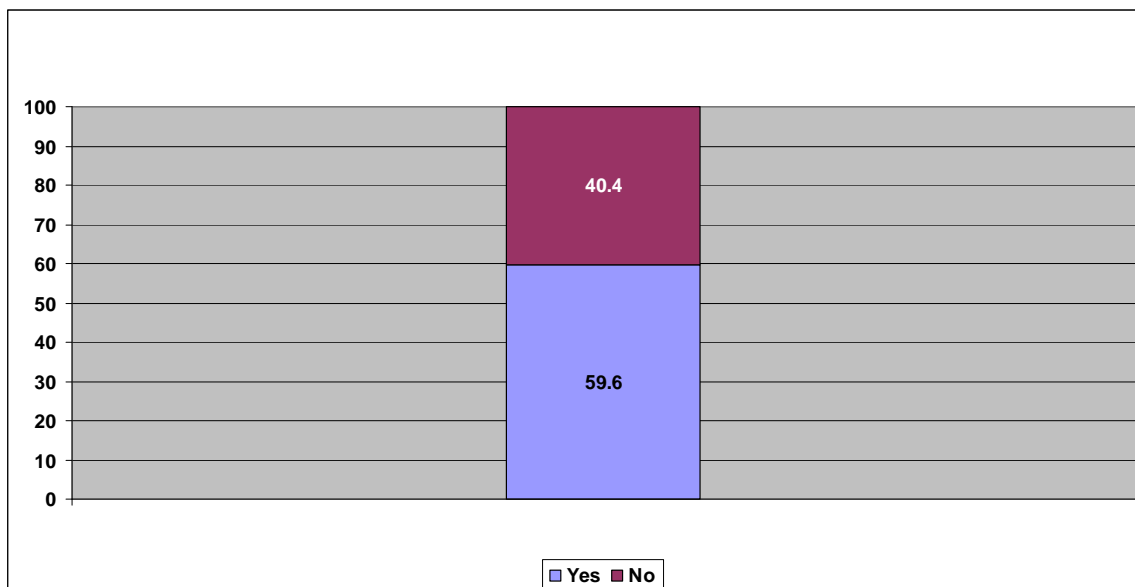
215. The following section presents findings from interviews with employers. The goal was to assess working children's issues surrounding employers. More specifically, this module aimed at appraising the salient features of employers, such as modes of recruitment, the income of employer, their awareness of legal aspects of child labour, and their awareness of importance of formal and non-formal education.
216. **Mode of Employment:** Glass Bangle making involves a variety of processes. Some major processes are completed in the factory setting. The factory setting does not involve children, though one may find exceptions. Ring making for glass bangles is done at the factory setting. Other processes such as straightening, coloring, design making are primarily considered home based operations. This is the stage at which children are involved. For children working in their homes along with their parents and other siblings, the amount of work may be even more than a factory setting.

Percentage Distribution of Children by Mode of Employment



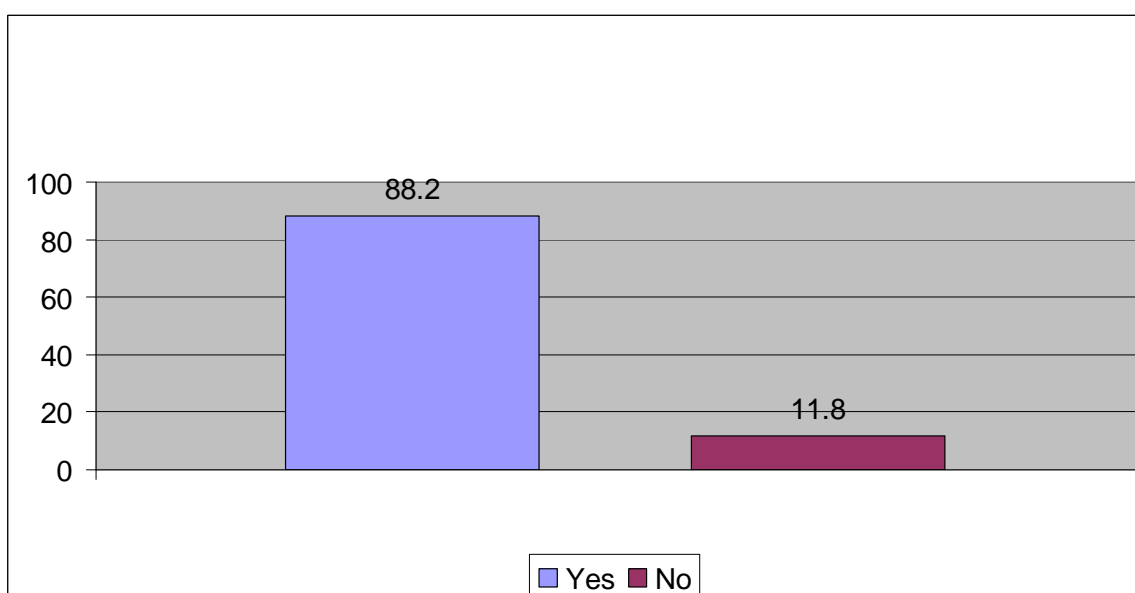
217. The question to the employer on how did the children come to them yielded very significant findings from the glass bangles industry. There were 35.6% employers who admitted that their parents were indebted to them and that was the reason children worked for them. In contrast, it is important to recall that only 4% working children said they were working for this reason. These findings have under currents of bonded child labour. The proportion is large enough to deserve intervention.
218. **Average Income of Employer:** The income of the employer is an indication of the size of their operation. It deserves mention that this is the self reported income, and is likely to be underreported for obvious reasons. The average daily income of the employers in the glass bangles industry is Rs.459 per day. This indicates that children work along their parents for small time contractors.
219. **Knowledge of Legal Aspects of Employing Children:** In glass bangles industry, 68.4% employers acknowledged having knowledge about legal aspects of child labour. The idea is that employers with knowledge of legal aspects of employing children are less likely to violate children's rights, and may be more sensitive to avoid hiring children.
220. **Employers' Perceptions on Efficiency of Educated Child Workers:** Employers were asked whether they thought that an educated worker was more efficient. In glass bangles industry, roughly 60% employers thought educated workers were more efficient. This is an indirect indication of their receptiveness to the idea that both employers and children would be better off if they were educated or had a chance for more education.

Percentage Distribution of Employers by Perception on Efficiency of Educated Child Workers



221. A relatively direct question asked from employers if non-formal schools should be opened in their area. Very encouraging responses came from employers in all four industries, including the glass bangles industry. Over 88.2% employers in glass bangles industry supported such development.

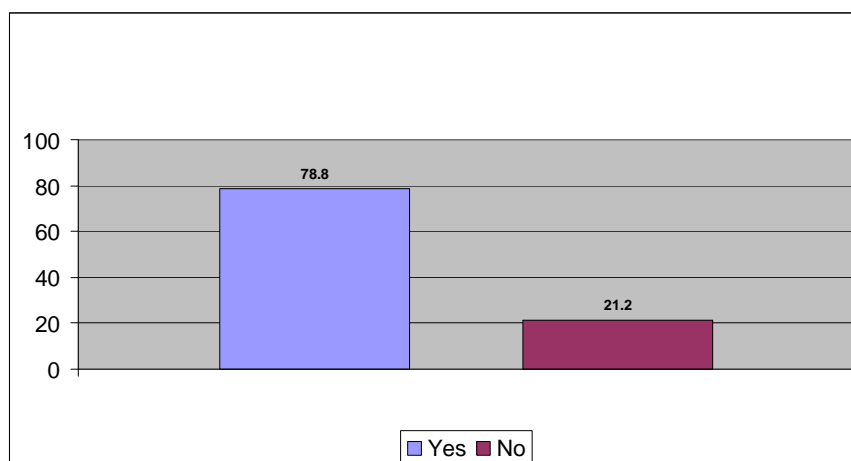
Percentage Distribution of Employers by View on Opening of Non-Formal Schools



222. Employers, when asked if they were in favor of employers' participation in the management of non-formal school (NFSs), again a large proportion (78.8%)

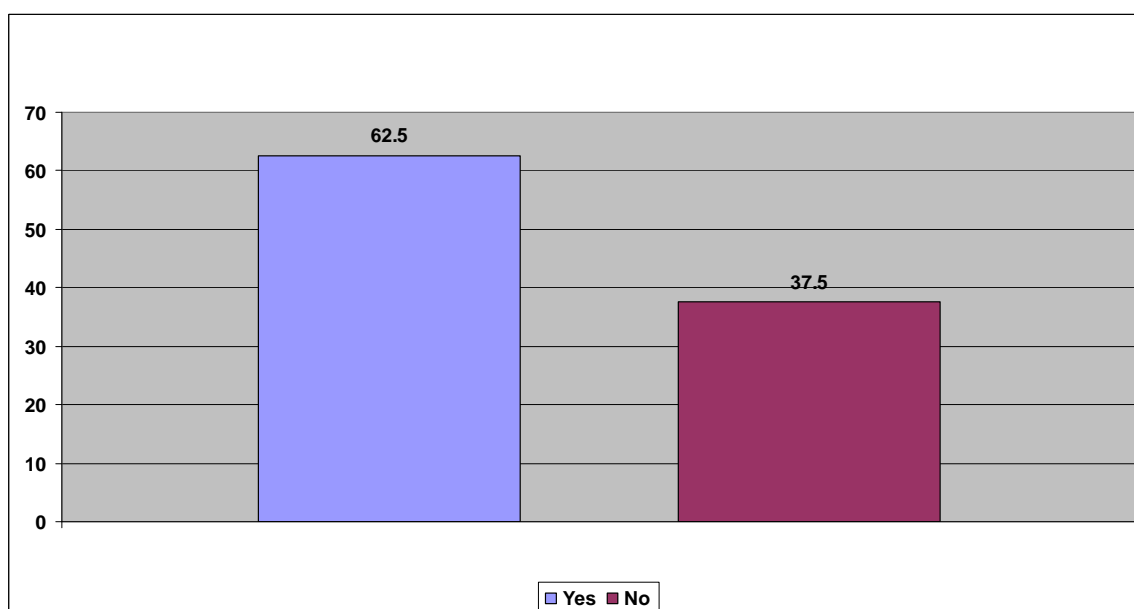
favoured such participation by the employers. The idea is that if such intervention has a buy-in from employers the likelihood of its success is greater.

Percentage Distribution of Employers by Perception to Participate in Management of NFE Schools



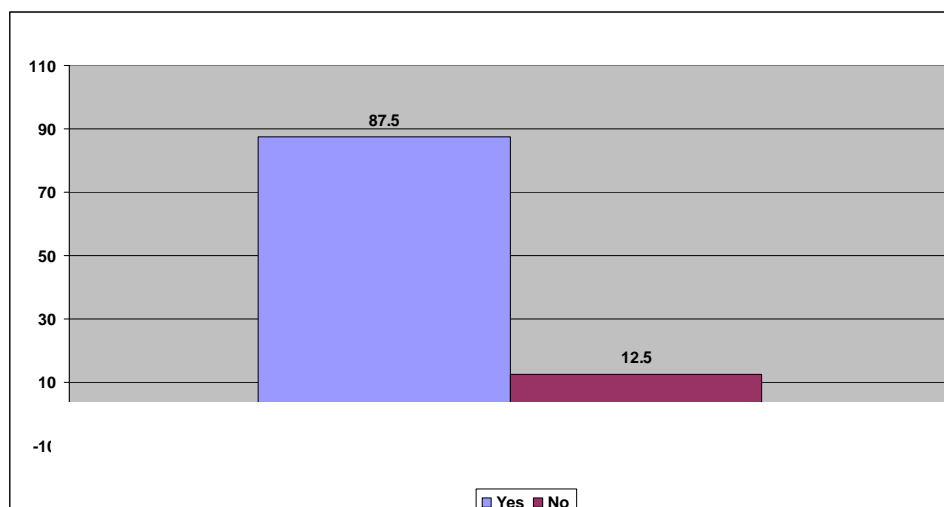
223. Even more encouraging is the fact that a great proportion (62.5%) of employers said they would contribute financially to make the schooling effort more sustainable.

Percentage Distribution of Employers by Willingness to Financially Contribute to NFE Schools



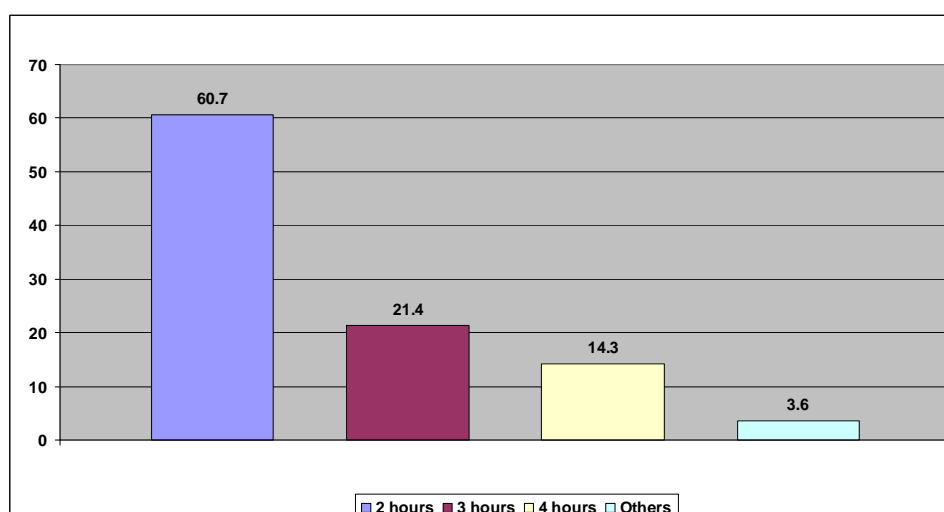
224. An overwhelming receptiveness to the idea of non-formal schooling is apparent from the great proportion of employers (87.5%) who gave an affirmative answer to the question asking them if they would be willing to spare child workers for NFSs.

Percentage Distribution of Employers by Willingness to Spare Children for NFE Schools



225. Interestingly though, when employers agree to the idea of non-formal schooling, a majority of them were in favour of a permission for 2 hours (60.7%), or 3 hours (21.4%) participation in NFSs. There were only 3.6% employers who thought they will permit participation for 5 hours or more.

Percentage Distribution of Employers by Perception on Duration of Sparing Children for NFE Schools (in %age)

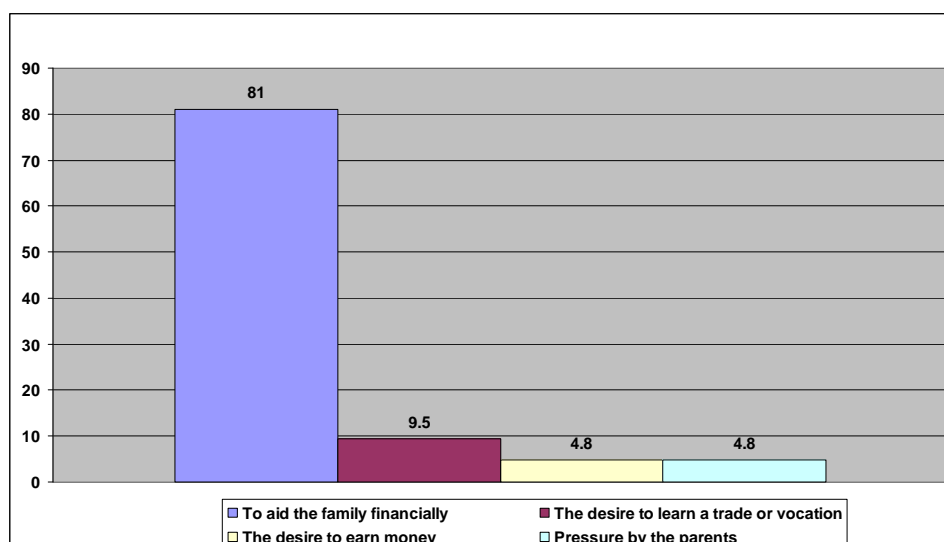


TEACHERS' VIEWS

226. Teachers' views have direct relevance from policy's point of view. The following section provides a synthesis of teachers' responses on their opinions and perceptions about issues surrounding child labour and its potential to attract school children.

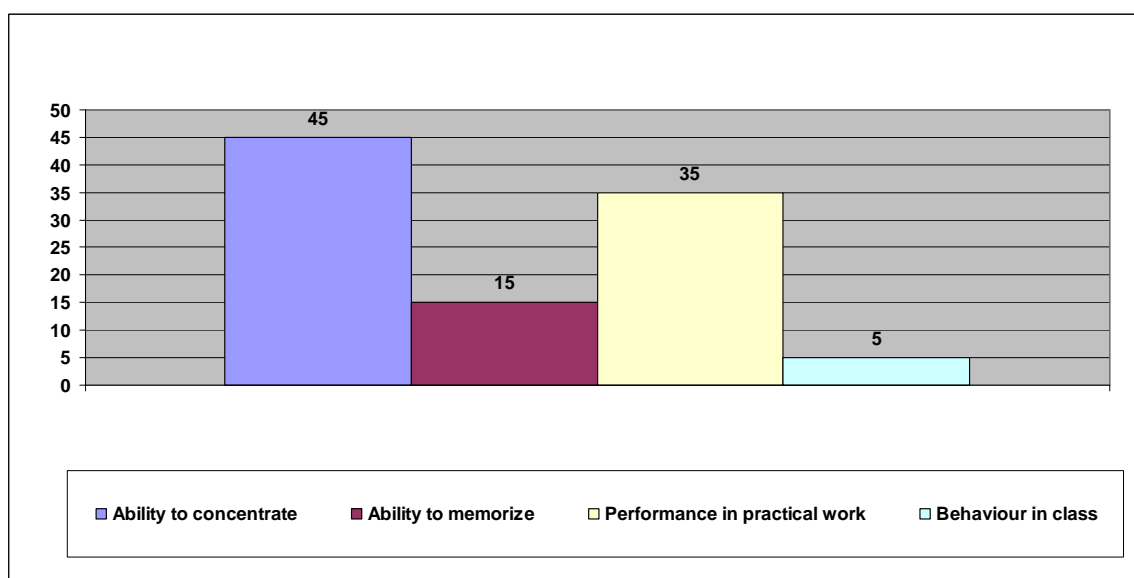
227. **Reasons for Children to Turn to Work:** Most teachers (81.9%) thought that financial contribution to aid their family was the most important reason for children to work. This reinforces the similar response patterns by children and parents alike. Another 9.5% percent thought it was in response to a desire to learn a trade. Another 4.8% percent thought it was in response to a desire to earn money. Another 4.8% percent thought it was in response to pressure by the parents.

Percentage Distribution of Children by Reasons for Children to Work



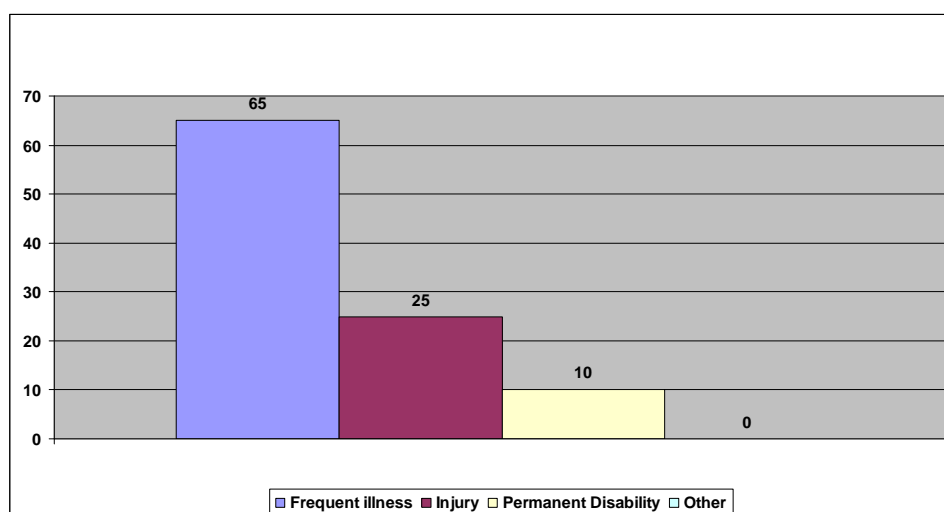
228. **Manner in Which Children's Work Affect Them:** The child labour was thought to affect adversely children's ability to concentrate as 45% teachers shared this opinion. Another 35% teachers also thought that children's ability to perform practical work was also affected. Those who thought children's ability to memorize was also affected were relatively smaller in proportion (15%). Those who thought children's behaviour in class was also affected were relatively smaller in proportion (5%).

Percentage Distribution of Teachers' Perception by the Manner in which Children's Work Affect Them Adversely



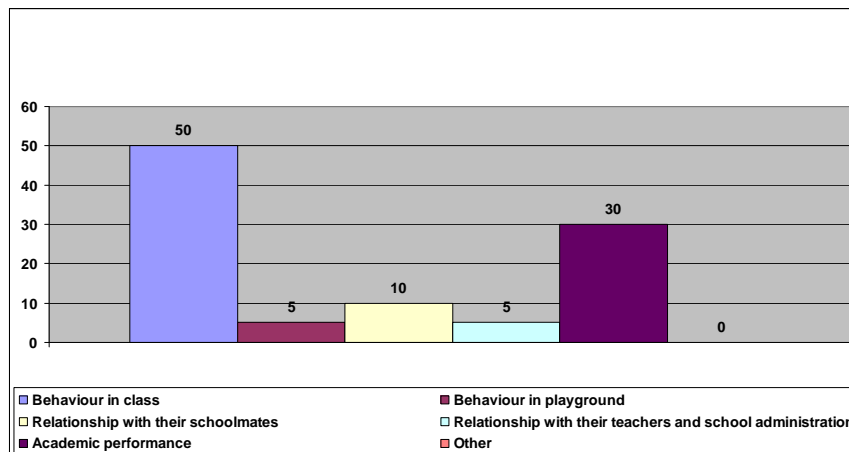
229. **Kind of Support Given by the School to Working Children:** Schools provided teaching support was the most frequent response (50.0%). Exactly 21.4% responses came in favour of the categories "psychological support and emotional support", and "financial support".
230. **Psychological Hazards of Work Facing Children:** Of those who thought work caused psychological problems for children, 50% mentioned the milder kind of problem "lack of confidence". Another 5% said they feel "shyness", and 5% gave a variety of reasons categorized under the "others" category. The remaining 40% respondents mentioned severe problems such as depression.
231. **Physical Hazards Facing Working Children:** Of various kinds of possible physical hazards, frequent illness was most frequently (65%) mentioned by the teachers. Injury was mentioned by 25% as a possible physical hazard. Permanent disability was perceived to be a threat only by 10%.

Percentage Distribution of Children by Physical Hazards Faced by them



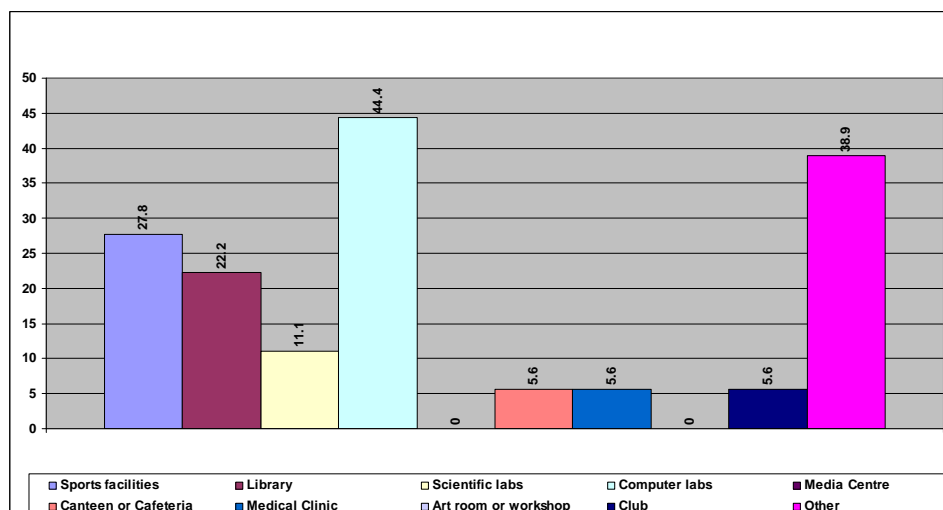
232. **Teachers' Perceptions about Reasons for Children's Dropout:** When asked what were the most common reason's for children's drop-outs, a striking proportion of 90% thought the principal reason was that teachers physically punished students. The remaining 10% thought that the primary reason was that teachers ignored students. Both signify the need to make schools more attractive and teachers less intimidating. It was interesting to note that the proportion of dropout children who mentioned "teachers treated badly" as one of the reasons for leaving school was way smaller (9.3%).
233. **Teachers' Perceptions about Behavioural Difference Between Working and Non-Working Students:** Regarding the perceived differences between students who work and those who just study, 50% thought they behave differently in class, and 30% thought there were differences in academic performances. Another 10% were for a difference in relationship with their school mates, and 5% thought work affected student's relationship with their teachers and administration

Percentage Distribution of Teachers' Perception by Behavioural Differences Between Working and Non-Working Children



234. **Teachers' Perceptions About What Facilities Not Available at School That Might Cause the Children to Dropout From School:** Like students, teachers (44.4%) also thought that availability of computer labs was the most essential facility. Frequency of responses for other facilities was 27.8% for sports facilities, 22.2% for libraries, and 11.1% for scientific labs. Since the respondents were allowed multiple responses, 38.9% mentioned a variety of other facilities.

Percentage Distribution of Teachers by School Facilities Resulting in Children to Dropout from School



235. **Suggestions to Attract and Retain Working Children, and Improve Their Performance:** Free education for children was thought to be an important strategy indicated by exactly 50% of the teachers, if schools were to attract and retain more children or to improve their performance.

V. FINDINGS FROM QUALITATIVE RESEARCH

FOCUS GROUP - GENERAL:

236. The views of working children, their parents, and owners/manufacturers/contractors of the industry have also been obtained through Focus Groups discussions relating to the issues and problems facing them. The strategy of FG research design was built around the process of interactive discussion, which the facilitator utilized to encourage members to express their views on selected topics and related issues.
237. The FG design covered a broad based research framework with a view to generating information required to achieve the overall objective of the Action Research. The FG framework involved the following steps:
- Determine objectives for FGs.
 - Preparation of guidelines for facilitating group discussions and interactive process.
 - Training of moderators /facilitators and note takers.
 - Identification of suitable respondents and sites.
 - Conducting FGs involving children, parents and owners, manufacturers and contractors of the shops.
238. In all, 3 Focus Groups were conducted in various areas of Glass Bangle Industry in Hyderabad.

Location and Types of FGs

Place	Parents and Children	Contractors / Owners / Workers	Key informants	Total
Hyderabad	1	1	1	3

239. Two experienced Focus Group Moderators (a male and a female) were accompanied by Facilitator and Reportteur. Average time for FG was 50-80 minutes.
240. The facilitator focused on unfreezing the group to enable it to share the information openly, by probing and aiding where necessary. The notes, during FGs formed the basis for conclusion drawn from the FGs.
241. The FGs were conducted as per the general and specific guidelines, containing specific objectives, lead questions and probes given on the following pages.

Guidelines for Focus Group:

- I.** A Focus group should comprise 7-12 participants, selected at random.
- II.** Keep respondents at ease and stay friendly, giving a feeling of sympathy and concern about their welfare.
- III.** In the Focus Group, a direct as well as indirect approach should be used to question the participants trying to communicate in a simple manner, coming down to the level of participants.
- IV.** The FGs and interviews are to be conducted bilingually in Urdu and/or Local language as considered necessary.
- V.** To avoid diversion, keep in view the objective of FG discussions all the time.
- VI.** The interview schedules/ questionnaires A, B, BB, C, & D as applicable should be kept handy for reference during FGs.
- VII.** Only aid the group where participants are shy or feel uncertain.
- VIII.** The facilitator should tactfully keep eye contact with the participants to keep the interest alive, asking question in an interesting way while the reportteur takes necessary notes.
- IX.** Re-word the questions, where necessary.
- X.** Complete reportteur notes at the end of the session and prepare/finalize some case histories.
- XI.** Try to complete the FG within the specified period

SPECIFIC GUIDELINES FOR FOCUS GROUP RESEARCH-PARENTS

Specific Objectives	Lead Questions	Probes
To Find out:		
1 Parents views about the reasons for their children to work.	<ul style="list-style-type: none"> • Why is your child working? • Are you happy with your child/children working? • How does family benefit from child's work? • How does child benefit from working? 	Related questions from the Questionnaire 'C' as applicable
2 Parents' awareness on health hazards relating to specific industry.	<ul style="list-style-type: none"> • Health risk faced by child? • How often your child is tired due to work? 	
3 Socio demographic problems faced by children/families.	<ul style="list-style-type: none"> • What is main source of your livelihood? • Total family income? • Do you think it is sufficient amount to support your family? • Education level of each household member? 	
4 Parents views on working condition and working hours.	<ul style="list-style-type: none"> • Do you think that current working environment is acceptable for the children? • What conditions would allow the child to stop working? • What disadvantages result from the child's work? • Heat exposure to sun? • Duration of break during work? • Quality of drinking water at work place? • Numbers of hours worked? • Difficulty of work? • What part of the day does child work? • Numbers of days worked per week? 	
5 Parents views on importance of education.	<ul style="list-style-type: none"> • Will children have to stop working if they want to start/continue with schooling? • What kind of training/informal education including vocational education, do you want to have if child is not in formal school? • How important do you think education is for your child/children's future? • What do you wish your child/children to do when he or she grows old? 	
6 Parents views on reasons for dropouts.	<ul style="list-style-type: none"> • Did your child have any difficulties/problems in learning? • How often did you help your child with school home work? 	
7 Parents views on contractor's attitude.	<ul style="list-style-type: none"> • Employers' attitude toward child? • Adequacy of wages received by child? 	
8 Parents views on child labour.	<ul style="list-style-type: none"> • Are you satisfied with the fact that your child is working? • Do you know that you child should be in school rather than at work place? 	
9 Parents views on non formal schooling.	<ul style="list-style-type: none"> • Would you like a/another primary school to be opened near your locality? 	

SPECIFIC GUIDELINES FOR FOCUS GROUP-CHILDREN

Specific Objectives	Lead Questions	Probes
<p>To find out:</p> <ol style="list-style-type: none"> 1. Socio-economic problems of the glass bangles industry children/families, focusing on working hours, wages and the attitude of children towards work. 2. Children's view on the education and health. 3. Children's view on the elimination/rehabilitation of child labour in the glass bangles industry. 	<ul style="list-style-type: none"> • Why did you start work in glass bangles industry? • For how long have you been working in glass bangles industry? • How many days do you work in a week? • How much time do you work in a day in glass bangles industry? • Are you satisfied with your work? • Do you wear any protection while working? • Do you know of any dangers to your health due to work in glass bangles industry? • If you are provided with the opportunity for education, would you like to join the school? • Have you thought of doing some other work? • Would you like your siblings to do this work? 	<p>Related questions from interview schedules (A,B,BB)</p>

SPECIFIC GUIDELINES FOR FOCUS GROUP-OWNERS

Specific Objectives	Lead Questions	Probes
<p>To find out:</p> <ol style="list-style-type: none"> 2. Socio-economic problems relating to glass bangles industry owners’. 3. Glass bangles industry owners’ level of awareness of child labour. 4. Glass bangles industry owners’ views about the wages of labour. 5. Glass bangles industry owners’ views about the health hazardous. 6. Glass bangles industry owners’ view about the work performance of the educated and uneducated child workers. 7. Glass bangles industry owners’ view about the opening of the non-formal schools in the specific area. 	<ul style="list-style-type: none"> • What are the general issues and problems faced by the glass bangles industry owners’? • Do you find this industry profitable? • Are you aware that it is illegal to employ children below 18-years? • How do you pay the children? • How much do you pay your child workers? • What do you do when your child worker is injured? • Do you think that an educated worker will be more efficient? • Do you think that non-formal schools should be opened in your area? • Would you contribute financially to sustain the school? • Would you like to send your child workers for education in NFE schools? 	<p>Related questions from interview schedule (D)</p>

FINDINGS OF QUALITATIVE RESEARCH - FOCUS GROUPS

242. The significant findings drawn from the synthesis of focus groups with parents, key informants and owners, manufacturers and contractors in Hyderabad are as follows.
243. A number of causes were discussed by all participants and key informants. For parents the main cause is that bangle making is the ancestral profession for most people in that community. Other reasons include wide spread poverty, no other option, children own desire to learn a trade and cottage base factories. To some extent media is also responsible for children to adopt socially unapproved ways to sustain their life so it was better to engage them in this profession. Owners, manufacturers and contractors had almost same views. They said they are adept in their work because they were working since childhood in bangle making and now they have their own ovens. A large majority of that area have this business in their home as whole family is involved including their young ones.
244. Various respondents had different views on child labour .Parents were of the view working children to become habitual of supporting family and passing their time in working that it is better otherwise they may keep on playing games etc and loiter in bad company, so it is better to keep them busy. Owners/manufacturers/contractors said that this is their ancestral profession so some of workers bring their children with them as a helper, consequently they can learn profession of their ancestors. According to almost all the respondents children up to 7 year of age help their sisters, brothers and other young workers in the process of manufacturing. They mentioned that it is very handy and convenient to work at home, instead of working in a shed or in another person's home. They were aware about legal aspect to employ children on this work.
245. A variety of ailments were mentioned by almost all the participants. Parents were aware of the health hazards involved in glass bangle industry. For instance, according to parents this work is quite detrimental to young children and may affect their health and social status. Children working before bangle furnaces face a risk of developing serious respiratory diseases and eye sight problems. According to owners/manufacturers/contractors, this work is not as dangerous as it looks. But there are certain tasks like melting, casting, heat treatment (paklai), coloring and rinsing of bangles involving different chemicals which affect their eye sight.
246. Glass bangle is home based cottage industry. For instance all manufacturing processes involve heat and children have to work in these conditions, where there is always danger of burning. Usually Friday is not working day but in case of demand and in peak season work may be carried out on Friday. Normally children work more than 7 hours a day. Children below 8 year of age especially girls usually help the other workers without remuneration or at large remuneration.
247. Almost all the parents showed high aspiration for education of their children and wished that education was provided free of cost. Some parents voiced that school should be run at evening time so as to cater the needs of working children.

Owners/manufacturers/contractors had different opinion. They were not against education but said private schools are quite expensive for poor working children. They committed they will not prohibit any family to send their children to school. They demanded more non-formal and government schooling in the area. Atypical comment of parents was: “we have no money for food how can we afford the education of our children”.

Profile of a Typical Child in Glass Bangles Manufacturing of Hyderabad

248. Representing a typical child working in glass bangles industry of Hyderabad, Amanullah is a 13 year old boy who is going to be 14 in few months. Most of his family members, including his younger sister Nasima, and older sister Naila work for a contractor in the glass bangles industry. Interestingly, making glass bangles is not gender-specific, i.e., both boys and girls work in the industry. Aman lives in a small house with his father, mother and 4 to 5 other siblings. He is the second child of his parents, born after his older sister.
249. Even though they all work pretty hard and long hours of up to 8 or 9 hours a day, almost every single day of the week, the family hardly earns enough money to make both ends meet. The entire family makes slightly over Rs.4,900 per month, averaging Rs.649 per person in his household. This level of income puts his family right below the poverty line of Rs.750 per capita, established in 2002-2003. Unlike 43% of other children who are also responsible for financially supporting the family, his father is primarily responsible for family's financial needs, like 83% other children in the community.
250. His own wages are pretty meager, averaging Rs.872 per month, which constitutes roughly 18% of his family's entire monthly income. Amazingly, the girl next door who is exactly his age makes only Rs.760 per month. His younger sister who is 7 years old makes even less, Rs.520 per month.
251. Like 80% other children in his industry, his mother is illiterate and so is his father, like 63% other children. Amanullah himself does not go to school as he needs to work for helping his family financially. He is lucky that he can read and write unlike 45% of other boys and girls in his community working in the same industry. When he was younger, he started going to school but dropped out because his parent did not have enough money for his schooling, and they needed his economic contribution too. His older sister Naila finished high school education, like most girls in Siddiqui family and other migrants from India at the time of Indo-Pak partition, who tend to have relatively higher levels of education compared to boys working in the bangle-making. Aman is lucky to feel he gets enough to eat, unlike 12% boys and 23% girls in his community who feel they do not get enough food.
252. Aman got to join the industry because of his parents, who were already in the same industry. He has been working in the industry for the last two years. He started working in the industry when he was hardly 10 years old. He likes the way things have evolved for him but would not recommend the job for his siblings in the same industry. Naila, who is 16, has worked in the industry for over 4 years.
253. There are work hazards in his work, including exposure to heat, bad lighting, and poor cleanliness, and occasional use of harsh chemicals, all making him vulnerable to sickness and injury, such as burns, fever, skin disease, and headaches. There are some processes in the job, such as designing, cutting, melting and joining, that are hazardous. His sisters are luckier who do not have to do some of the hazardous tasks, as boys are expected to do those. Some tools used in the work are not

completely safe. Regardless of occasional injuries, he is not convinced about the need to use any protective gear and gadgets such as hand gloves, face mask, or protective eyeglasses. There are many fear factors in his life, but he is afraid of his father the most, this fear might be due to some form of respect, typical of Eastern Culture, or due to perceived threat of punishment for his failure to live up to his father's expectations. He has to also face light to medium abuse in job occasionally.

254. He spends most of his day at home working. When he is free, he hardly spends any time on the street or in the clubs, perhaps he is too tired for all these activities. Some of his friends smoke at this early age but he doesn't. Neither does he use drugs.
255. Aman regrets his failure to continue schooling, although his parents are convinced that schooling may eventually result in unemployment, so why lose work opportunity. He, on the contrary, will consider going back to school if one was affordable and he could be spared for that time. In that case, he wishes to go for full time formal education but vocational or technical education may be more suitable at his age. He remembers the main purpose for him of schooling used to be learning.
256. He would like to become a businessman, a doctor, or a teacher but that might be wishful thinking on his part. His parents thoughts are realistic and believe that he and his siblings should, if possible become a teacher, an industrial worker, or a mechanical worker.

VI. CONCLUSION AND RECOMMENDATIONS

Conclusion:

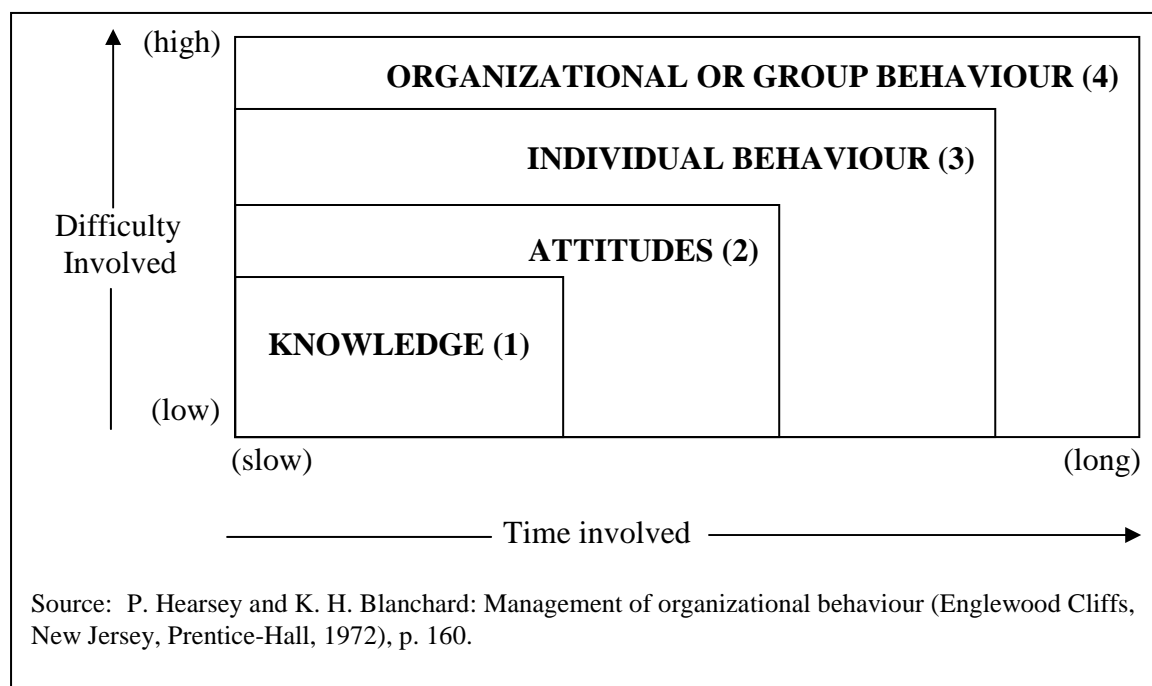
257. A sizeable incidence of child labour was evident Baseline Survey (BLS) with estimated 9,584 child workers in glass bangles industry. Most children came from poor households and mostly had illiterate parents. The average monthly income per person was Rs.649 in glass bangles industry. In both qualitative and quantitative components of our research, poverty appeared to be the root cause of child labour and an important factor behind decisions to dropping out of school. The most frequent primary reasons for children for dropping out of school were, "parents did not have enough money/poverty", and "child wanted to help family financially". A noticeably high proportion of children mentioned they were working to help family financially.
258. Ongoing efforts aimed at phasing out child labour should find it easier to overcome this problem among younger children. It is so because younger children made little money compared to their older counterparts. Therefore, it should be easier to persuade parents of younger children to send them to formal or non-formal schools and vocational training centers. Carefully designed age-specific interventions are essential, as recommended in rest of this chapter.
259. The qualitative research (FGDs) also drew attention toward the need for raising awareness about the importance of education. In face of high levels of unemployment, parents were not certain about the need or value of child education and it was not a high priority. This is so, because they believe in the myth that greater education breeds unemployment and frustration. The general distrust about education, and lack of interest in education among children leads to their induction in child labour. High quality schools, qualified teachers, and better quality curriculum are needed to improve the situation in this direction.

Recommendations

260. In order to eliminate worst forms of child labour, both preventive as well as corrective strategies are proposed. The preventive strategies shall aim at cutting the supply at the source through schooling in various forms and at various levels. The corrective measures shall aim at systematic elimination of child labour through efficient monitoring, proper policy legal reforms, and effective implementation of existing laws to prevent recruitment.
261. In response to the incidence of child labour in certain industries in Pakistan, our recommendations are geared towards bringing about normative change leading to desired impact. ILO is using the Strategic Programme Impact Framework (SPIF) model to prepare Project Document for accomplishment of the project goals and objectives.

262. Successful intervention models are founded on the fact that change in knowledge may be easier to bring about, change in attitude requires relatively longer time frame, and the change in mind set and behavioural change, the longest. It is recommended that the interventions be phased out in a time-bounded manner. In addition, change strategies should be gender equitable and age specific.

Time span and level of difficulty involved for various levels of change is indicated by exhibit below:



Adopted from: Milan Kubr (ed.). 1996. Management Consulting: A guide to the Profession (Third Edition). Geneva, International Labour Office (ILO). P. 75

GENERAL AND POSITIVE ACTION STRATEGIES

263. The following general positive actions strategies are recommended:

Change in Attitude of Stakeholders

- Awareness seminars, advocacy workshops, and counseling sessions geared toward parents ought to be arranged for gaining their confidence and for raising their awareness about the ill-effects of child labour concerning their children. These counseling services should highlight the alternatives to child labor, including formal or non-formal education, and apprenticeship. Parents are to be educated about the benefits of schooling in terms of increased efficiency and income, and demonstrating that child labour in some cases is futile, considering the meager amount of income associated with it.
- In addition, the attitude change should be sought through innovative learning technique such as sharing glorified visual images of "best practices" in the particular industry and in other industries.
- Similar services (as in two paragraphs above) for gaining employers' confidence must be arranged for building support for struggle for elimination of child labour. The research reveals that employers target child labourers because they perceive children

to be a cheap source of labour, as well as more malleable workers. This implies urgency in sensitizing employers about need to eliminate child labour.

- Carefully designed educational and informative conferences and/or seminars to be arranged to restore the self esteem and dignity of labour.
- Labour Department working with industry should work with a missionary zeal in order to accomplish an eventual elimination of labour in a reasonable time frame. They should maintain and improve the dignity of the Department by setting and accomplishing reasonable short term and long term goals.

Poverty Alleviation

- Various steps aimed at family's alternative income generation and poverty alleviation should be seriously addressed by Federal, Provincial and District Governments with involvement of international and non-governmental agencies.
- The problem of child labour can be managed effectively if poverty problem is worked out effectively, through income generation projects for parents as well as through fair and equitable access to safety nets such as zakat funds, baitulmal, and other benevolent programmes. Poverty alleviation efforts of Federal and Provincial Governments' PRSP (Poverty Reduction Strategy Paper) should coincide well with and reinforce Time-Bound Programme's endeavours targeted at gradually phasing out child labour from the country.

Non-Formal Schooling and Vocational Training

- After successful experiences in carpet and soccer ball industries, non-formal education schools or NFESs and vocational institutes should be established for children. Apart from abridged traditional program of study, the training at NFE schools should, interalia, include vocational training and health and safety education. NFE schools are particularly essential to stop supply of labour at the source, alternative sources of productive engagement are also to be made available to children.
- Education should also be made more affordable, particularly for the children from poor families. For working children, evening schools and school with shorter duration should be arranged.
- Quality of education should be enhanced and education should be made attractive and relevant to help reduce the tendency to drop out of school. This is in line with the findings of this study that an overwhelming majority of school-going children showed an inclination to go to school, if one was arranged for them.
- Issues concerning child labour, including information about the hazardous nature of child labor, and gender biases should be incorporated into the educational curriculum of formal and non-formal schools for both males and females students.

Occupational Health Hazards and Safety Measures

- Till child labour is totally eliminated, the culture of occupational safety is to be promoted in all industries by raising awareness through advocacy seminars. Those awareness-raising advocacy seminars should be arranged at worksite and/or at community level, and should also be used for educating children about ill-effects of child labour, and raising awareness about the value of education and other positive

alternatives. The Occupational Health and Safety (OHS) study recently undertaken by ILO which yields detailed insights on the issue.

- In addition to seminars, workshops and group meetings must also be arranged on a sustainable basis, to promote norms for adopting preventive health measures through use of gears and gadgets, such as face mask, protective eye glasses, special boots/shoes, gloves, and head cover etc.
- Ongoing awareness seminars built upon adult learning methodologies must be arranged at worksite for employers, to educate them about ways of alleviating work hazards.

Improved Legislative Measures

- ILO Convention 182 requires changes in legal definition of age for child labour to be raised to 18 years, instead of 14 years. However, in doing so, the implementation should be time bounded carefully, so that the labour market is not disturbed due to abrupt changes. Steps ought to be taken to develop relevant legislative measures based on regulatory and punitive measures, to effectively prevent employment of children in all industries for different age groups: age 5-9 years, 10-14 years and 15<18 years as considered prudent.
- Steps must be taken for proper enforcement of existing child labour laws. Till the incidence of child labor is completely eliminated, increased protection to child workers should be provided against violation of their rights and against unsafe industrial practices involving children. High powered mystery clients may monitor adherence with safety standards, in addition to the Labour Department and ILO monitors.
- Further study should be carried out by combined task force consisting of subject specialists to study the nature of chemical and other hazards associated with various tasks in bangle manufacturing.

Partnerships and Capacity Building

- ILO should consider building essential alliances with reputed NGOs and consultation agencies working in the child labour issues to use them as catalyst-facilitators, trainers and monitors in working toward the common goal of reducing child labour and its ill effects.
- In order to rectify the problems facing child labourers, cross-agency partnerships should be prompted till the operations are fully streamlined and self sustained. These partnerships are to be supported by ILO and jointly planned and monitored by ILO and Government Agencies, in association with relevant international agencies such as UNICEF, and United Nations Department for Assistance Framework (UNDAF), the other related Government Departments and other stakeholders.
- ILO should organize forum(s) for building consensus among various stakeholders such as Non-Governmental Organizations, labour unions, and employers to formulate and adopt effective line of action to help reduce child labour and improve their working conditions.
- Cost effective innovative transformations geared toward capacity building of the District level labour departments, District Governments, Provincial Planning and Development Departments, and NGOs. The aim of the training should be to inculcate learning about a proactive work culture with a missionary zeal.

Media (TV, Press, Radio etc.) Support

- Various media must be involved in creating a broad-based awareness regarding child labour issues, including formal and vocational education. Effective IEC (information, education and communication) materials to be created and to be disseminated to press and other media in order to create awareness and to win their support. Electronic media is to be used as an effective partner in the struggle against child labour. In addition, strategies should be made, including conducting conferences, meetings, workshops and conferences in order to motivate electronic media and to gain its confidence, later to be used to promote awareness and provide general education.

Ongoing Monitoring of Intervention

- A follow-up survey along the line of BLSs to be conducted three year after the start of interventions, in order to assess the effectiveness of the interventions.
- Third-party evaluations may also be conducted for monitoring and evaluation of the TBP.

SPECIFIC STRATEGIES

- NFE schools and vocational institutes should be developed for providing non-formal education to both male and female children. In accordance with the target population of children, one NFE school for every 40 children in the target population should be established. The younger children of ages 5 to 9 in this industry should particularly be targeted for possible exclusion from the industry.
- Both formal and informal schooling as well as vocational training for boys and girls, should be made more attractive, affordable and accessible. This stems from our finding that the family income was among the lowest in this industry.
- Different interventions would work for families with considerably different incomes. Arrangements for the skill development and apprenticeship activities must be made for children who cannot afford schooling. In some cases, alternative income generating project for the poorest families should be arranged, otherwise, it may not be possible for families at extreme poverty levels to survive without the working child's income.
- In bangle-making process, designing is the most hazardous task, because chemicals are used in this process. Roughly 27% of the children were involved in this task. Younger children (5-9 years) were involved in this task fairly frequently (25.6%). Interventions should focus on strict measures to exclude all children, particularly younger children from the designing stage.
- Parents should be targeted for awareness raising vis-à-vis *peshgy* (cash advances) that diminishes their negotiation powers and increases their children's vulnerability to exploitation and unnecessary involvement in child labour to meet unreasonable deadlines given by the employers.
- In way of capacity building, Hyderabad District Government should take all necessary measures to deal with the child labour effectively, including recruitment and training of more females.

ANNEXES

HYDERABAD GLASS BANGLES INDUSTRY REFERENCE TABLES ON BLS & DO SURVEY

a) Household profile:

Table: 1 Household's Demographic and Economic Profile

	Working Children	School Going	School Going & Working	Drop Out
Average Household Size	7.6	7.6	7.4	7.5
Average Household Income	4936	5553	4770	4506
Father's Employment/ Occupational Status				
• Working in the above mentioned industry	60.6			
• Cultivate/harvest agricultural products	0.2			
• Industry worker in some other industry	4.5			
• Make handicrafts	0.9			
• Newspaper selling	0.4			
• Run grocery shop	0.9			
• Flower selling	0.9			
• Laundry work	-			
• Repairs tools	1.3			
• Car wash	0.2			
• Shoe polishing	-			
• Transportation of goods	1.9			
• Household chores	0.6			
• Mason	4.5			
• Auto workshop	1.9			
• Old to work	1.9			
• None	4.7			

Table: 1 Cont...

	Working Children	School Going	School Going & Working	Drop Out
Domestic Worker	0.9			
Not Applicable	0.2			
Government Employee	1.3			
Shopkeeper	1.9			
Carpenter	0.2			
Driver	1.5			
Laborer	0.9			
Other	7.5			
Mother's Educational Level				
• Illiterate	80.2	50	70.5	75.7
• No formal education, but can read and write	6.0	15.0	5.7	8.1
• Pre-School	1.1	-	2.3	-
• Primary School	7.1	12.5	6.8	2.7
• Middle School	3.7	7.5	5.7	10.8
• High School	1.1	12.5	5.7	2.7
• Higher Secondary School	0.2	2.5	2.3	-
• Higher Qualification	0.2	-	1.1	-
• Technical Education and Vocational Training	-	-	-	-
• Do not Know	0.2	-	-	-
• Invalid	-	-	-	-
• Skipped	-	-	-	-
Father's Educational Level				
• Illiterate	62.7	28.2	57.1	66.7
• No formal education, but can read and write	5.8	25.6	6.1	8.9
• Pre-School	1.5	-	-	-
• Primary School	10.4	20.5	17.3	13.3
• Middle School	8.5	5.1	9.2	2.2
• High School	7.2	7.7	9.2	6.7
• Higher Secondary School	1.9	5.5	-	2.2
• Higher Qualification	1.3	7.7	1	-
• Technical Education and Vocational Training	-	-	-	-
• Do Not Know	2.0	-	-	-
• Invalid	1.0	-	-	-

Table: 1 Cont...

	Working Children	School Going	School Going & Working	Drop Out
Status of Child School Attendance				
• Full time school and part time work	2.5	-	-	-
• Part time school and full time work	9.2	-	-	-
• Part time school & part time work	2.5	-	-	-
• Not in school & full time work	85.7	-	-	-
• Full time school & not working	-	-	-	-
Child's Rank Among Siblings				
• 1 st	18.2	20.5	25	20
• 2 nd	20.3	13.6	18.5	15.6
• 3 rd	17.3	13.6	16.7	20
• 4 th	16.3	13.6	12	15.6
• 5 th	11.2	15.9	7.4	13.3
• 6 th	6.3	9.1	6.5	11.1
• 7 th	5.5	9.1	7.5	-
• 8 th	3.2	4.5	1.9	4.4
• 9 th	0.9	-	2.8	-
• 11 th	0.4	-	1.9	-
• 12 th	0.2	-	-	-
• 13 th	0.2	-	-	-
Parent's Marital Status				
• Parents living together	88.9	95.5	83.3	93.3
• Divorced, living separately	1.1	-	9.3	-
• Widow mother	6.9	4.5	4.6	-
• Widower, father	2.5	-	1.9	6.7
• Step mother	-	-	-	-
• Step father	-	-	-	-
• Both deceased	0.4	-	-	-
• Others	0.2	-	-	-
• invalid	-	-	0.9	-

Table 1.1: No. of Idle (neither school going nor working) Male and Female Siblings of the Working Children

Age in years	Male	Female	Total
5 – 7	53	56	109
8 – 9	32	39	71

Table: 2 Percentage Distribution of Working Children by Reasons for Working

	School Going Only	School Going and Working
To help the family financially/ poverty	87.1	66.7
Parents under debt	4.0	-
Pressured by the family	3.6	8.6
Because father is dead	1.5	-
Because father is addict	0.4	-
Because father is unemployed	-	-
To learn a trade/vocation	3.3	7.6
Low academic achievement	1.5	-
Low educational returns	0.4	-
Mistreated by teachers	0.2	-
Mistreated by peers	-	-
Friends are also working	2.5	6.7
To pay school fee	-	14.3
Family vocation	-	3.8
Other, specify	1.5	3.8

b) Educational Achievement & Activities

Table 3: Percentage Distribution of Working Children by Gender and Nature of School/Work Activities

	Total	Male	Female
Full-Time School & Part-Time Work	2.5	1.7	5.7
Part-Time School & Full-Time Work	9.2	8.8	10.5
Part-Time School & Part-Time Work	2.5	2.2	3.8
No School & Full Time Work	85.7	87.2	79.8

Table 4: Percentage Distribution of Working Children by Gender and Literacy/ School Attendance

	Total	Male	Female
Can Read	55.0	55.3	54.3
Can Write	44.9	44.6	45.6

Table 5: Percentage Distribution of Working Children by Attendance of School

	Total	Male	Female
Attending Formal School	7.2	6.1	12.3
Attending Non-formal School	6.8	6.1	8.2
Not Attending School	85.9	67.2	87.5

Table 6 : Percentage Distribution of Working Children by Level of Education Attained

	Total	Male	Female
Illiterate	56.4	62	36.6
Pre-School	1.5	1.0	3.9
Primary	19.6	18.6	23.7
Middle	11.3	10.7	13.9
High School	8.9	6.2	19.8
Above Matric	0.1	1.0	3.9
Technical/Vocational Training	0.1	0.2	0.9
To young to be in school	0.1	0.2	-
Invalid	0.1	0.2	-

Table 7: Percentage Distribution of Parents of working children by Reasons Given for Dropping Their Children out of School

Reasons for Dropping Out	% Age
Parents do not want child to stay in school	16.7
Parents don't have enough money/Poverty	41.7
To help the family financially	16.7
Child would like to learn a vocation	-
Low academic achievement of Child	8.3
Teachers treated the child badly	-
I/We feel education is pointless	-
School environment is uncomfortable	-
No guidance at school	8.3
Child want to be like my friends	-
Don't Know	8.3
Other	-

Table 8: Percentage Distribution of Dropped Out Children by Suggestions for Attracting, Retaining and Improving Performance of Working Children in School

Suggestions	% Age
Evening School	28.6
Shorter Duration	28.6
Good Teachers	2.9
Free Education	25.7
Free Refreshments	-
Other	-
Do not know	20.0

Table 9: Percentage Distribution of Dropped Out Children by Reasons of Dropping Out from School

Reasons	% Age
Parents didn't want me to stay in school	7.0
Parents didn't have enough money/Poverty	32.6
Wants to help family financially	41.9
Like to learn a vocation	-
Low academic achievement	4.7
Teachers treated badly	9.3
Education was pointless	2.3
School environment was uncomfortable	2.3
No guidance at school	-
Wanted to be like friends	-
Other	-
Invalid	-

C) Financial Attributes:

Table: 10 Percentage Distributions of Working Children by Person Financially Supporting the Family (Multiple response)

Persons	% Age
Father	82.9
Mother	12.6
The child, himself	42.7
Brother	30.1
Sister	11
Any other family member	1.5
Outsider	-
Other	0.6

Table: 11 Percentage Distributions of Children by Monthly Earned Income

Income Level	5 - 9		10 - 14		15 - 17	
	Male	Female	Male	Female	Male	Female
000 – 999	65.5	80.0	58.4	80	25.6	63.2
1000 – 1999	28.1	20.0	36.0	12.5	50.0	26.3
2000 – 2999	6.0		5.1	5.0	19.5	3.5
3000 and above			0.5	2.5	4.9	7.0

Table: 12 Summery statistics of Children by Monthly Earned Income

Income Level	5 - 9		10 - 14		15 - 17	
	Male	Female	Male	Female	Male	Female
Minimum	50	200	100	200	200	100
Maximum	2000	1000	3003	3000	5000	5000
Mean	1710	520	872	760	1366	957
Standard Deviation	471	295	516	579	730	898

Table: 12.1 Percentage Distribution of Working Children by Monthly Income as Percentage of Family Monthly Income

Percentage	5 - 9		10 - 14		15 - 17	
	Male	Female	Male	Female	Male	Female
0.0 – 25.0	87.5	100	73.0	87.5	60.1	71.9
25.1 – 50.0	9.4	-	23.0	5.0	32.3	14.0
50.1 – 75.0	3.1	-	1.5	2.5	5.7	1.8
75.1 - 100	-	-	2.5	5.0	1.9	12.3

d) Working Conditions, Health Hazards and Issues

Table: 13 Percentage Distributions of Children by duration of Working Years

Years	5 - 9		10 - 14		15 – 17	
	Male	Female	Male	Female	Male	Female
Less than 6 months	31.2	33.3	14.9	2.4	2.5	-
1 year	21.8	16.6	14.9	19.5	10.4	5.3
2 years	28.1	33.3	21.0	17	17.1	15.8
3 years	12.5	16.6	14.5	24.3	10.4	15.8
4 years	6.2	-	7.9	14.6	7.4	24.5
5 years	-	-	11.7	4.9	10.4	12.3
6 years	-	-	7.0	7.3	12.3	12.3
7 years	-	-	4.7	9.8	12.3	1.7
8 years	-	-	2.3	-	4.3	3.5
9 years	-	-	0.9	-	6.1	5.3
10 years	-	-	-	-	5.5	3.5
11 years	-	-	-	-	1.2	-

Table: 14 Percentage Distributions of Children by Persons Who Put the Child to Work in the Specific Industry

Person	% Age
Parents	61.8
Relatives	8.9
Self	25.9
Friends	1.7
Other	1.7

Table: 15 Percentage Distributions of Children by Age of Starting Work in the Specific Industry

Age in years	% Age
2	-
3	-
4	0.8
5	5.7
6	7.7
7	8.4
8	11.9
9	10.7

10	15.5
11	11.7
12	10.2
13	7.9
14	5.6
15	3.3
16	1.3
17	0.4

Table: 16 Average Work Duration of Working Children per Day

Average Work Duration (in hours)	8.5
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Table: 17 Percentage Distributions of Children by No. of Work Days per Week

Days	Working Children	School going & Working
1	0.4	-
2	-	1.0
3	0.6	2.9
4	1.7	1.0
5	2.9	2.9
6	85.5	75.7
7	9.0	16.5

Table: 18 Percentage Distributions of Children by Frequency of Penalization by the Employer

Category	5 - 9		10 - 14		15 - 17	
	Male	Female	Male	Female	Male	Female
Mostly	-	-	2.8	2.5	1.2	-
Sometimes	25.8	16.7	29.3	20.0	31.5	20.0
Seldom	74.2	83.3	67.9	77.5	67.3	80.0

Table: 19 Percentage Distributions of Children by Type of Reported Fear of the child

Type of Fear	Male	Female
Police	11.9	10.0
Contractor/Employer	15.3	3.0
Drug peddlers	1.2	-
Dogs	8.0	18.0
Big boys	4.1	3.0
Father	39.4	27.0
Mother	1.5	2.0
Brother	3.9	1.0
Other	12.4	35.0
Do not Know	2.2	1.0

Table: 20 Percentage Distributions of Children by Sickness/Injury Due to Work

Category	% Age
Mostly	10.2
Sometimes	57.5
Seldom	32.3

Table: 21 Percentage Distributions of Children Who Are Still Sick/Injured

Category	% Age
Yes	5.9
No	94.2

Table: 22 Percentage Distributions of Children by Type of Illness/Injury

Illness/Injury	% Age
Back pain due to heavy load	9.7
Respiratory problem	3.2
Fever	35.5
Skin disease	12.9
TB	-
Water borne disease	-
Fractures from heavy load	-
Headache	9.7
Cough	3.2
Stomach Pain	-
Cuts/wounds	9.7
Heat stroke	3.2
Tetanus	-
Burns	6.5
Other	6.5

Table: 23 Percentage Distributions of Children Consulted Medical Professional

Category	% Age
Yes	51.4
No	48.6

Table: 24 Percentage Distributions of Children by Reasons for Not Consulting Medical Professional

Reason	% Age
Lack of Money	55.0
No Health Outlet/Dispensary	5.0
Not Necessary to Consult	25.0
Other	15.0

Table: 25 Percentage Distributions of Children by Protective Measures While Working

Protection	% Age
Does not wear any protection	96.4
Boots/Shoes while working	0.4
Gloves	1.0
Head cover	0.2
Face mask on mouth & nose	1.4
Glasses	0.6
Other	-

Table: 26 Percentage Distributions of Children by Age of Starting Work (First Time)

Age in years	Working Children	School going & Working
2	0.4	0.9
3	0.4	0.9
4	1.1	6.5
5	6.6	15
6	7.8	9.3
7	8.5	13.1
8	11.6	14
9	-	8.4
10	15.4	13.1
11	11.0	6.5
12	8.7	3.8
13	7.6	4.8
14	5.3	1.9
15	2.1	0.0
16	1.5	0.0
17	0.4	0.9
Other	0.2	0.9
Invalid	0.2	0.9

Table: 27 Percentage Distributions of working Children Who Stopped School to Work

Stop School	% Age
Yes	38.7
No	61.3

Table: 28 Percentage Distribution of Working Children by Persons Who Puts the Child to Work (First Time)

Person	% Age
Parents	61.0
Relatives	5.4
Self	30.4
Friends	1.3
Other	1.9

e) Personal Behavior

Table: 29 Percentage Distributions of Children Who Get Enough Food

Get Enough Food	Male	Female
Yes	87.9	77.1
No	12.1	22.9

Table: 30 Percentage Distribution of Working Children by Smoking and/or Drugs

	Yes	No
Smoking	6.5	93.3
Drugs	1.4	98.6

Table: 31 Percentage Distribution of Working Children by Period of Smoking

Period	% Age
Less than 6 month	-
Less than 1 year	36.7
Less than 2 years	33.3
More than 2 years	30.0

Table: 32 Percentage Distributions of Children by Place They Spend Free Time

Place	Male	Female
At home	41.6	91.2
Club (Snooker/Video games etc)	13.6	1.0
Mosque	1.2	-
Parks/Playgrounds	6.0	-
Street	36.4	5.9
Other	1.2	2.0

f) Personal Information and Perception

Table: 33 Percentage Distribution of Children Who Would Go To School (if arranged)

	Male			Female		
	5 - 9	10 - 14	15 - 17	5 - 9	10 - 14	15 - 17
Yes	60.0	64.2	55.0	60.0	66.7	64.8
No	40.0	35.8	45.0	40.0	33.3	35.2

Table: 34 Percentage Distribution of Children Who Would Go To School (if arranged)

Yes	55.6
No	44.4

Table: 35 Percentage Distribution of Drop-out Children by Type of Education They Would Like to Take

Formal (full time)	50.0
Formal (part time)	29.2
Vocational/Technical (full time)	4.2
Vocational/Technical (part time)	-
Formal & Vocational	16.7
Other	-

Table: 36 Percentage Distribution of Children by Future Professions

Mechanical worker	7.8
Carpenter	1.4
Blacksmith worker	0.2
Industrial worker	9.9
Tailor	2.9
Agriculture worker	0.2
Mason	1.2
Businessman	17.4
Shop assistant	2.5
Doctor	10.5
Engineer	2.1
Teacher	10.7
Government Employee	6.4
Armed Forces	5.2
Other	10.7
Do not know	11.0

Table: 37 Percentage Distributions of Children by Abuse in Job

	Male	Female
Yes	31.7	21.2
No	68.3	78.8

Table: 38 Percentage Distributions of Children by Intensity of Abuse in Job

	Male	Female
Light	49.3	68.2
Medium	29.4	31.8
Heavy	21.3	-

Table: 39 Percentage Distributions of Children by Views on Environment Situation at Workplace

	Good	Fair	Bad
Cleanliness	20.5	70.5	8.9
Lighting	18.3	69.1	12.6
Ventilation	18.4	62.7	18.8

Table: 40 Percentage Distributions of Children by Views on Safety of Work Tools at Workplace

Safe	60.0
Unsafe	24.4
No Comments	15.2
Do not Know	0.4

Q. 40.1 : Kind of task child is performing:

	5 - 9 years					
	Male		Female		Total	
	N	%	N	%	N	%
Melting	2	6.1	1	16.7	3	7.7
Closed bangle (toras)	5	15.2			5	12.8
Cutting	5	15.2			5	12.8
Straightening/Household candle operation (Sudhai)			1	16.7	1	2.6
Joining (Jorai)	1	3.0	3	50.0	4	10.3
Rounding (Chaklai)	6	18.2			6	15.4
Designing	9	27.3	1	16.7	10	25.6
Moulding						
Heat Treatment (Paklai)	3	9.1			3	7.7
Loam/Pulling glass for straightening (tari)						
Other	2	6.1			2	5.1
Total	33	100.0	6	100.0	39	100.0

	10 – 14 years					
	Male		Female		Total	
	N	%	N	%	N	%
Melting	18	8.3	4	9.8	22	8.6
Closed bangle (toras)	30	13.9	5	12.2	35	13.6
Cutting	19	8.8	1	2.4	20	7.8
Straightening/Household candle operation (Sudhai)	7	3.2	4	9.8	11	4.3
Joining (Jorai)	13	6.0	11	26.8	24	9.3
Rounding (Chaklai)	28	13.0	1	2.4	29	11.3
Designing	51	23.6	10	24.4	61	23.7
Moulding	3	1.4			3	1.2
Heat Treatment (Paklai)	11	5.1			11	4.3
Loam/Pulling glass for straightening (tari)	6	2.8	2	4.9	8	3.1
Other	30	13.9	3	7.3	33	12.8
Total	216	100.0	41	100.0	257	100.0

	15 – 17 years					
	Male		Female		Total	
	N	%	N	%	N	%
Melting	2	1.2			2	0.9
Closed bangle (toras)	20	12.2	5	8.8	25	11.3
Cutting	12	7.3	2	3.5	14	6.3
Straightening/Household candle operation (Sudhai)	3	1.8	3	5.3	6	2.7
Joining (Jorai)	13	7.9	13	22.8	26	11.8
Rounding (Chaklai)	25	15.2	3	5.3	28	12.7
Designing	46	28.0	22	38.6	68	30.8
Moulding	7	4.3			7	3.2
Heat Treatment (Paklai)	8	4.9			8	3.6
Loam/Pulling glass for straightening (tari)	5	3.0	7	12.3	12	5.4
Other	23	14.0	2	3.5	25	11.3
Total	164	100.0	57	100.0	221	100.0

Table: 41 Percentage Distributions of Working Children by Recommendation of Job in the Same Industry to Siblings

Yes	39.9
No	59.7
Don't Know	0.4

g) Perceptions of Children About School and Teachers

Table: 42 Percentage Distribution of Children by Perception of Teachers' Treatment

	School Going	School Going & Working	Drop Out
All teachers treat well	86.4	73.7	67.4
All teachers treat badly	6.8	7.4	14
Some teachers treat well	4.5	9.5	11.6
Only one teacher treats well	-	4.2	4.7
Only one teacher treats badly	2.3	4.3	2.3
Teacher some time treat me badly	-	-	-

Table: 43 Percentage Distribution of Children by Reasons for Attending School (Multiple Response)

Reasons	School Going	School Going & Working	Drop Out
To Learn	74.4	48.8	74.2
Education is important for future	32.6	40.0	29.0
Like my teachers	4.7	12.5	3.2
To be with friends	7.0	6.3	19.4
Don't have to work	-	-	3.2
Other, Specify	-	1.3	-

Table: 44 Percentage Distribution of Children by Reasons for Disliking School

Reasons	School Going	School Going & Working	Drop Out
Cannot afford	-	8.3	71.4
Don't get along with my peers	-	58.3	-
Teaching methods are not attractive	-	8.3	7.1
Don't like the subjects	-	16.7	-
The school day is too long	-	8.3	14.3
School is unpleasant	-	8.3	-
Education is pointless	-	-	-
Don't do well in school	-	8.3	-
Prefer to work	-	-	-
No one helps in solving my problems	-	-	-
Can't do my schoolwork	-	-	-
Other (Specify)	-	-	21.4

Table: 45 Percentage Distribution of Children by Facilities School Lack

	School Going	School Going & Working	Drop Out
Play ground	29.5	17.9	31.0
Computers	61.4	55.8	50.0
Canteen	22.7	23.2	7.1
Furniture	4.5	9.5	19.0
Indoor sports facilities	-	3.2	-
Out door sports facilities	9.1	6.3	2.4
First aid post	-	4.2	-
Library	-	6.3	-
Transportation	-	5.3	-
An art room	-	-	-
A workshop	-	1.1	-
Laterine	2.3	3.2	-
Other	13.6	7.4	11.9
Do not know	9.1	2.1	23.8

h) Comparison of Information & Perception of Working Children and Parents

Table: 46 (a) Percentage Distribution of Children Who Like the Work

Yes	60.1
No	39.9

Table: 46 (b) Percentage Distribution of Parents Who Are Happy with Their Child's Work

Yes	20.3
No	79.7

Table: 47 (a) Percentage Distribution of Working Children by Future Profession

Mechanical worker	7.8
Carpenter	1.4
Blacksmith worker	0.2
Industrial worker	9.9
Tailor	2.9
Agriculture worker	0.2
Mason	1.2
Businessman	17.4
Shop assistant	2.5
Doctor	10.5
Engineer	2.1
Teacher	10.7
Government Employee	6.4
Armed Forces	5.2
Other	10.7
Do not Know	11.0

Table: 47 (b) Percentage Distribution of Parents by Future Profession

Mechanical worker	10.7
Carpenter	-
Blacksmith worker	-
Industrial worker	16.1
Tailor	5.4
Agriculture worker	-
Mason	-
Businessman	7.1
Shop assistant	-
Doctor	-
Engineer	5.4
Teacher	28.6
Government Employee	-
Armed Forces	-
Other	25
Do not know	1.8

Table: 48 (a) Percentage Distribution of Children by Reason for Working (Multiple Response)

To help the family financially/ poverty	87.1
Parents under debt	4.0
Pressured by the family	3.6
Because father is dead	1.5
Because father is addict	0.4
Because father is unemployed	-
To learn a trade/vocation	3.3
Low academic achievement	1.5
Low educational returns	0.4
Mistreated by teachers	0.2
Mistreated by peers	2.5
Friends are also working	-
Other, specify	1.5

Table: 48 (b) Percentage Distribution of Parents by Benefit to Family from Child's Work

Financial aid	76.3
Apprenticeship/ learn a trade	8.5
Help in family vocation	11.9
Other	3.4

EMPLOYERS' VIEWS

Table 49: Percentage Distribution on recruitments

I recruit them my self	13.3
Other child workers refer them	20.0
They come on their own	26.7
Their parents are indebted to me, so they have send their children to work for me	35.6
Other	8.9

Table 50: Average income per day

Average	459
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Table 51: Percentage Distribution of Employers knowledge of legal aspects of employing children

Yes	68.4
No	31.6

Table 52: Percentage Distribution of Employers by Perception on efficiency of educated workers

Yes	59.6
No	40.4

Table 53: Percentage Distribution of Employers in favour of opening of non-formal school

Yes	88.2
No	11.8

Table 54: Percentage Distribution of Employers in favour of participation in Management of NFS

Yes	78.8
No	21.2

Table 55: Percentage Distribution of Employers in favour of financially contribution to NFS

Yes	62.5
No	37.5

Table 56: Percentage Distribution of Employers willing to spare their working children

Yes	87.5
No	12.5

Table 57: Percentage Distribution of Employers allowing the children to go to NFS as hours per day

2 hours	60.7
3 hours	21.4
4 hours	14.3
Others	3.6

TEACHERS' VIEWS

Table 58: Percentage Distribution of Teachers as why children turn to work

To aid the family financially	81.0
The desire to learn a trade or vocation	9.5
The desire to earn money	4.8
Pressure by the parents	4.8
The children dislike school	-
Other	-

Table 59: Percentage Distribution of Teachers as to how work affects the children

Ability to concentrate	45.0
Ability to memorize	15.0
Performance in practical work	35.0
Behaviour in class	5.0
Behaviour out side class	-
Relation with teachers	-
Relation with school mates	-

Table 60: Percentage Distribution of Teachers as what kind of support is given by school to children

Teaching support	50.0
Psychological/emotional support	21.4
Financial support	21.4
Food	-
Other	7.1

Table 61: Percentage Distribution of Teachers as what are the psychological hazards

Lack of confidence	50.0
Shyness	5.0
Feel depressed	40.0
Other	5.0

Table 62: Percentage Distribution of Teachers as Physical hazards

Frequent illness	65.0
Injury	25.0
Permanent Disability	10.0
Other	-

Table 63: Percentage Distribution of Teachers as what are the reasons of children dropping-out from school

Teacher physically punishes students	90.0
Teacher verbally punishes students	-
Teacher ignores students	10.0

Teacher is not affectionate to students	-
Other	-

Table 64: Percentage Distribution of Teachers by adverse behavioural difference between students who work

Behaviour in class	50.0
Behaviour in playground	5.0
Relationship with their schoolmates	10.0
Relationship with their teachers and school administration	5.0
Academic performance	30.0
Other	-

Table 65: Percentage Distribution of Teachers as which of the facilities are not available at school that might cause the children to drop-out from school

Sports facilities	27.8
Library	22.2
Scientific labs	11.1
Computer labs	44.4
Media Centre	-
Canteen or Cafeteria	5.6
Medical Clinic	5.6
Art room or workshop	-
Club	5.6
Other	38.9

Table 66: Percentage Distribution of Teachers as to what extent child labour is common in this school

No known cases	4.8
A few cases	23.8
Many cases	71.4

Table 67: Percentage Distribution of Teachers by suggestions to attract, retain and improve the performance of working children in schools

Evening schools	-
Short duration	15.0
Good teachers	10.0
Free education	50.0
Free refreshment	10.0
Other	10.0

Descriptive Statistics

	Mean	Std. Deviation	N
Family Size	7.58	1.99	527
Total monthly family/ household income.	5021.1	2540.31	507
Age (in completed years)	13.64	2.79	527
Work Duration	8.482	2.505	513
For how long have you been working in glass bangles unit?	4.63	2.64	521
How much do you earn monthly?	1018.76	688.71	519
Age of child when start working in glass bangles unit?	9.79	2.8	522

Correlation Matrix

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration in glass bangle unit	Child's monthly income.	Age of the child, when start working in Glass Bangle Unit.
Family Size	Pearson Correlation	1	.252(**)	.127(**)	0.055	-0.006	0.04	.087(*)	.099(*)
	Sig. (2-tailed)	.	0	0.004	0.215	0.897	0.364	0.048	0.024
	N	527	507	527	511	513	521	519	522
Total monthly family/ household income?	Pearson Correlation	.252(**)	1	.166(**)	0.067	-0.05	.147(**)	.253(**)	0.024
	Sig. (2-tailed)	0	.	0	0.137	0.263	0.001	0	0.587
	N	507	507	507	493	494	501	500	502
Age (in completed years)	Pearson Correlation	.127(**)	.166(**)	1	.164(**)	-0.012	.465(**)	.329(**)	.541(**)
	Sig. (2-tailed)	0.004	0	.	0	0.787	0	0	0
	N	527	507	527	511	513	521	519	522
Child's educational level	Pearson Correlation	0.055	0.067	.164(**)	1	-.108(*)	0.019	0.042	.151(**)
	Sig. (2-tailed)	0.215	0.137	0	.	0.016	0.675	0.348	0.001
	N	511	493	511	511	498	505	503	506
Work Duration	Pearson Correlation	-0.006	-0.05	-0.012	-.108(*)	1	.101(*)	.089(*)	-.126(**)
	Sig. (2-tailed)	0.897	0.263	0.787	0.016	.	0.023	0.045	0.004
	N	513	494	513	498	513	508	506	509
Work duration in glass bangle unit	Pearson Correlation	0.04	.147(**)	.465(**)	0.019	.101(*)	1	.247(**)	-.426(**)
	Sig. (2-tailed)	0.364	0.001	0	0.675	0.023	.	0	0
	N	521	501	521	505	508	521	514	517
Child's Monthly income.	Pearson Correlation	.087(*)	.253(**)	.329(**)	0.042	.089(*)	.247(**)	1	0.072
	Sig. (2-tailed)	0.048	0	0	0.348	0.045	0	.	0.104
	N	519	500	519	503	506	514	519	515
Age of the child, when start working in Glass Bangle Unit.	Pearson Correlation	.099(*)	0.024	.541(**)	.151(**)	-.126(**)	-.426(**)	0.072	1
	Sig. (2-tailed)	0.024	0.587	0	0.001	0.004	0	0.104	.
	N	522	502	522	506	509	517	515	522

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

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