

# **BASELINE SURVEY REPORT ON CHILD LABOUR IN KASUR TANNERIES**

**SUBMITTED  
TO**



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

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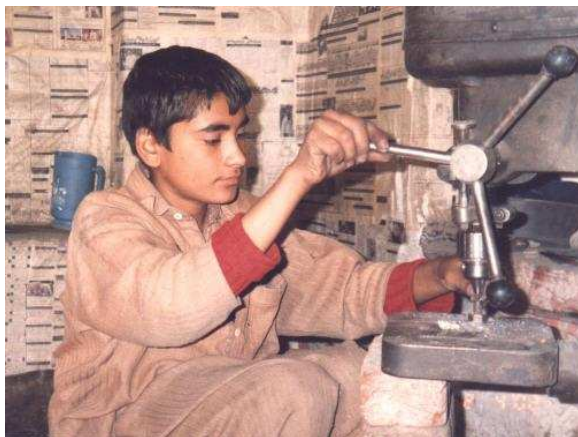
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Lahore – Pakistan – Implementing Agency

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## PHOTOGRAPHIC COVERAGE OF BASE LINE SURVEY







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## ACKNOWLEDGEMENTS

Timely completion of the Base Line and Dropout Surveys was a challenging task, given the magnitude and complexity of the undertaking. It required great commitment and adept expertise of the Implementation Agency - AKIDA's multidisciplinary team, and many other individuals who helped in various capacities. Therefore, we owe our heartfelt gratitude to all those who have been associated in some way with this study at various stages.

First and foremost, we are grateful to The Ministry of Labour, Manpower and Overseas Pakistanis Government of Pakistan, and The ILO for providing us with an opportunity to conduct this research. The Child Labour Research Forum (CLRF) also deserves an earnest appreciation for providing ongoing advice and for overseeing the project. Efforts of The Federal Bureau of Statistics (FBS) in developing the sampling design and sampling frame are commendable. We must not forget appreciating SIMPOC (Statistical Information and Monitoring Programme on Child Labour)-ILO's methodology used in this survey and advice sought during various stages of this study. Their critique and contribution have been extremely useful in improving various components of this action research. Cooperation received from FBS Field Office in Kasur is also gratefully acknowledged.

This survey could not have been completed without the active participation and collaboration of a large number of field coordinators and interviewers names of whom are mentioned in appendices. The information by our valuable respondents, i.e., the working children, control group children, parents, employers, teachers, and key informants forms the basis and substance of this work. We salute them for extending their valued cooperation to our teams.

This research would not have been satisfactorily completed without the continuing support of ILO /IPEC's National Program Manager, Mr. M. Saifullah Chaudhry's untiring involvement and sound inputs in coordinating the research.

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We are highly grateful to ILO's subject specialists in Mr. Fawad Usman and Mr. Kamran Iftikhar in tanneries. We are also indebted to Dr. Hamala Khalid, The Education Advisor from UNICEF, for her contribution in questionnaire design and training of the field researchers, and Ms. Lubna Shah, Labour Specialist, for her help in designing the data tables for analysis.

Thanks must also be put on record to Chaudhury Nazir Ahmad, Principal, Hailey College of Commerce and Ms. Riffat Munawar, Department of Sociology, University of the Punjab, for recommending some of the best quality researchers to become a part of the AKIDA team. We are also deeply indebted to Sudhar for their facilitation and support for sparing some of their field workers in Kasur. Appreciations are due to Ms. Sara Shahid for her contribution in imparting motivational and communication skills training to our field researchers in Lahore.

We wish to thank Mr. Ali Mehdi and Mr. Ali Kazmi of the Bells Cars International, our transport contractors, for providing highly dependable logistical support for field work. Asma, the tea-lady, deserves special mention for providing refreshments during long hours of research-related office work, always with a smile.

Our highly motivated team of management and statistical experts and social scientists, who were instrumental in seeing the study through to its successful completion, deserve special gratitude. Thanks are also due to Mr. Mudassar Nasir, Mr. Usman Mann, and Mr. Ahmad Dewan for their creative development of SPSS database. We are also deeply appreciative of the rest of our staff who worked day and night to meet the deadlines in this endeavor that was a constant race against time.

Last but not the least, The Hailey College of Commerce, Lahore must be mentioned, for providing the computer labs for efficient data entry that enabled us to save a lot of valuable time.

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## ABBREVIATIONS & ACRONYMS

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

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# 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 key/senior consultants by the trained AKIDA's full time staff & research pool and by selected Master level students from Statistics Department of Government College University-Lahore, Sociology Department of University of the Punjab and Hailey College of Commerce and similar high profiled institutions (15-20 Action Researchers, interviewers-both male and female).

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## 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 ( $\geq 6$  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.



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## **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.

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**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 Base Line Survey (BLS) in Kasur 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 tanneries industry. Three other BLSs were also conducted, namely, coal mines in Chirat (Noshera) and Chakwal, surgical instruments manufacturing in Sialkot, and glass bangles industry in Hyderabad.
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 Kasur tanneries. The number of children working in the tanneries is estimated to be around 5,133. Estimated number of children by age and gender in Kasur is:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	29	304	384	717	100
Girls	-	-	-	-	-
Total	29	304	384	717	100

### Demographic and Economic Characteristics of the Household

- The average household having the working children covered was rather high (7.7 members) than the average household in Kasur (7.0). In case of school going children, school going and working and dropout children it was 8.0, 8.0 and 7.3 respectively.
- The average monthly household income for the family of the children in Tannery Industry was Rs.5,109.
- Considering an average household size of 7.7, the average monthly income per person figures out to be at Rs. 741. This level of income puts these families slightly below the poverty line of Rs. 750 per capita in 2002-03.
- Nearly 5% of the children mentioned that their father also worked in the Tannery industry
- Mothers of working children in our survey reportedly had a very high illiteracy rate of 87.6 %. Father's illiteracy rate was lower at 69.1%.



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- Of all working children, 84.0% were not school going and were working full time. The proportion of children who were working full time with part time school is 11.8 percent.
  - Over 88.2% of children in our sample had both parents living together. A widow mother was reported by 7.8 percent. Among children who were both studying and working, a relatively higher proportion (94.1%) had both parents living together.
  - Across thirteen most likely reasons for children to be working, a strikingly high proportion of children (75.7%) mentioned poverty to be the main reason, followed by the desire to learn a trade (13.2%).

## **Educational Achievements and Activities**

- All the working children were males. Roughly 87.0 percent working children worked full time, while 11.8 percent worked full time and studied on part time basis and 1.9 percent worked as part time basis and studied full time.
- Majority (53%) mentioned they could read, and 46.9% said they could write. As for as school attendance is concerned, a sizeable (86.1%) proportion of child workers were not attending school.
- Almost three-fourth, i.e., 71.4 percent of the parents indicated “Low academic achievement” as the reason for dropping their children out of school, while some mentioned poverty as the reason for this.
- Free education was suggested by 43.8 percent, followed by evening school (18.8%) and shorter duration school, good teachers and other (12.5 percent) each.
- Poverty was the underlying reason for most dropout children. The highest proportion (25.0%) mentioned that they dropped out because parents did not want them to be in school. It was indicated by 18.8 percent each that their parents did not have enough money, and they wanted to help family financially.

## **Financial Attributes**

- In 73.0% of the cases father supported the family. Children themselves supported the family in 44.1% of the cases, while others supported in 51.3 percent of cases. Mothers of 3.3% children and sisters 2% were also economically active in providing support to the family.
- Working children mostly earned very low wages. Over one-half of the entire sample made less than Rs. 1,000 per month.

## **Working Conditions and Health Hazards**

- The average duration of work in tanneries was 2 years. A majority of children (58%) had worked for three years or longer in the tanneries.
- In half the cases the child himself was responsible for working in the Tannery industry. Parents in 30.3% cases are the ones who put the child to work. Another 9.2% mentioned it was their relatives, while only 5.3 percents were put to work by friends.

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- Some children mentioned starting work as early as 5 years. Almost one third i.e. 31.5 percent started working at the age of 5-9 years. Slightly more than one-half i.e. 52.6 percent started working at the age of 10-14 years, while 15.9 percent started at the age of 15-17.
  - The average duration of work per day for the children in Tannery industry was 9.1 hours. About two-third i.e., 67.8 percent 6 days a week, while about one-fourth i.e., 23.7 percent work 7 days a week.
  - Intimidation and fear are among various factors detrimental to the mental health of the child. The children expressed various kinds of fears. Two- third of them i.e. 64.2 percent were afraid of their father. A substantial proportion of children expressed fears related with employer or contractor (10.1 percent), police (6.8 percent), brothers (5.4 percent) mothers (3.2% percent) and dogs (2 %).

### **Nature of Tasks Performed by Children**

- Almost three-fourth, i.e., 71.4 percent children mentioned they have had sickness or injury “Some times” due to work, 16.9 percent mentioned being injured or sick, while 11.7 percent said they “seldom” had work – related sickness or injury. Further more, 21.9 percent children said that they were still sick / injured due to work.
  - The most frequent of all types of injury and sickness category was “cuts wounds” for 29.4 percent of the children. Other categories included fever for 26.5 percent, respiratory problems for 11.8 percent, and skin diseases for 5.9 percent.
  - When asked whether a medical professional was consulted in case of injury, three-fourth of the working children, i.e. 75.5 percent gave an affirmative answer.
  - A considerably high proportion of 71.1 children mentioned they did not wear any protection, while 10.5 ,6.6, 5.3,3.9,0.7 and 2.0 percent wear head cover, shoes, face mask, gloves, glasses and other protective devices respectively, while working.
  - Majority of the sample working children i.e. 55.9 percent, had to leave school to start work.
  - In about half the cases i.e., 49.7 percent, it was child himself who had opted for work. While 32.5 percent parents, 9.9 percent relatives and 4.0 percent friends, who had put them to work. In only 4.0 cases it was someone else who had put the child to work.
  - Underfed Children: The extent of underfed working children in tannery industry were 9.2 percent. That compare at 4.2% children working in coal mines, 5.3% working in surgical instrument manufacturing, and 14.0 percent working in bangles industry.
  - Over thirteen percent children reported they smoked cigarettes, while a smaller proportion 6.0 percent mentioned using drugs. Regarding the time since smoking, about 22.2 percent had been smoking for over two years, while 55.5 and 22.2 percent had been smoking for less than one year and one to two years respectively.
  - About two-fifth, i.e. 40.8 percent of the working children spent their free time at home. A striking proportion 23.0 percent spent their free time at street, while 21.2 percent spent much time at parks/ playgrounds and 10.5 percent at club playing snooker/video games.
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## Personal Information and Perception

- Another interesting finding from the survey is that about two-third i.e. 68.8 percent of dropout children said they would go to school if one was arranged for them.
- Regarding the type of education children would like to get, 66.7 percent mentioned they would prefer full time formal education, while 22.2 percent would prefer to have vocation/ technical education of full time and part time bases respectively.
- The most preferred future profession turned out to be becoming a businessman or doctor (17.1%); other frequent preferences were for remaining an Industrial workers (7.2 percent) Government employee (59.0 percent) mechanical worker and tailor (3.9 percent each)
- Abuse in job was mentioned by 59.5 percent in the tannery industry. The intensity of abuse was mentioned to be medium by 44.8 percent of the working children and heavy by 17.7 percent children. Light abuse was experienced by 37.5 percent.
- Cleanliness, lighting, and ventilation were reported to be poor or bad by 17.7, 7.2 and 11.8 percent of the working children respectively.
- About 43 percent working children through the work tools used at their workplace were unsafe, while 8.6 percent were unable to comment on this issue.
- Nearly 67.5 percent said they would not recommend the job in the same industry to their siblings.

## Perceptions of Children about School and Teachers

- Most school going children (87.2 percent) and school going and working children (88.2 percent) thought that all school teachers treated children well. In contrast school drop outs view was (68.8 percent) teachers treated well.
- The most frequent reason given for attending school was indicated to be “to learn” by 69.9, 61.3 and 53.8 percent of the school going, school going and working and drop-out children respectively
- The two major reasons for disliking school were “cannot afford” indicated by 66.7 percent and “the school day is too long” indicated by 33.3 percent.
- Play ground, computers, furniture and library were the frequently mentioned lacking facilities in schools by school going, school going and marking and drop – out children respectively with varying degree of emphasis.
- A clear majority of 70.4 percent of the working children liked their work.
- When parents were asked if they were happy about their children’s work, a majority (73.1 percent) said they were not.
- Most (17.1%) children in the tannery industry said they would like to become businessmen. Other most desired future professions were doctors, (15.1 percent) industrial worker (8.6 percent), government employee (5.9 percent) and armed forces (4.6 percent).
- Parents had different preferences for the future profession of their children with mechanical worker (15.4 percent), attracting the most frequent response followed by teacher (11.5 percent), business man (7.7 percent), carpenter and industrial worker (3.8 percent each).

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- The most important benefit to parents from child's work was the financial contribution made by the child through his work as 66.7 percent of the parents indicated this benefit. The next important reason was apprenticeship / learning a trade (20.8 percent) and family vocation (8.3 percent).

## **Employers' Views**

- Two-third i.e. 62.5 percent said that children come on their own, 12.5 percent said other child workers refer them, while another 12.5 percent said that their parents are indebted to him.
- The average daily income of the employers in the tannery industry is Rs. 42 to 48 per day.
- In tannery industry, 77.8 percent employers acknowledged having knowledge about legal aspects of child labor.
- An overwhelming majority i.e. 90.3 percent employers thought educated workers were more efficient.
- Very encouraging responses came to the question, "should non- formal schools be opened in their area".
- Employers, when asked if they were in favor of employers' participation in the management of non-formal education (NFE) schools again all of them favored such participation by the employers.
- Interestingly, 85 percent of employers said they will contribute financially to make the schooling effort more sustainable.
- A majority of employers were in favour of a permission for 2 hours (60 percent) 3 hours (20.0 percent), and 4 hours (10 .0 percent).

## **Teachers' Views**

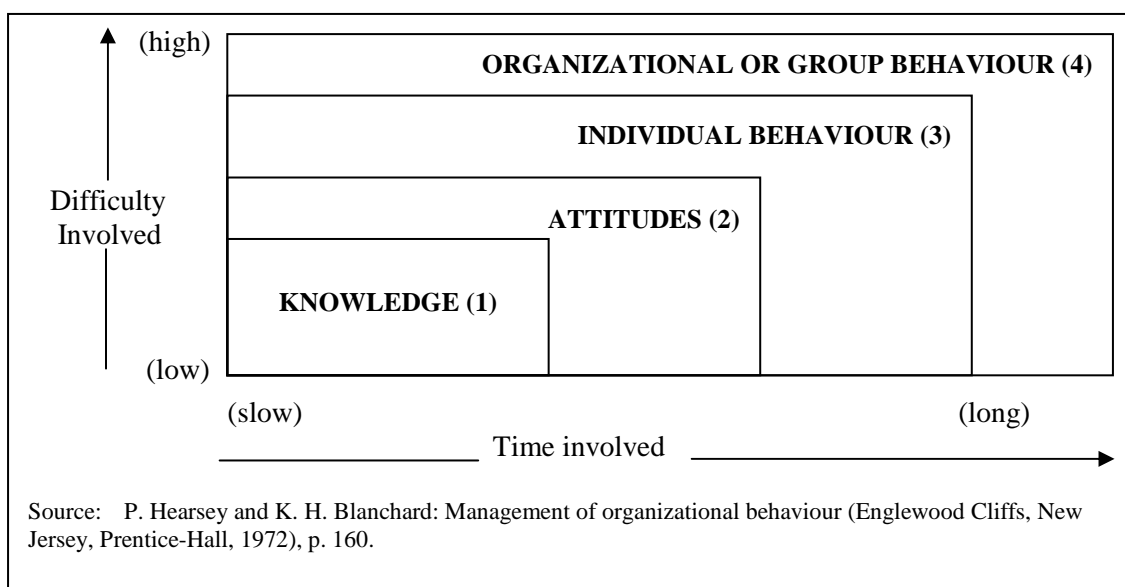
- Most teachers (60.0 percent) thought that financial contribution to aid their family was the most important reason for children to work, while 15.0 percent attributed it to their desire to earn money.
  - The child labour was thought to affect children's ability to concentrate (61.1%) and children's behaviors in class were affected (27.8%).
  - Schools provided financial support, other support was the most frequent response 42.9 percent each, followed by teaching support (14.3 percent).
  - Majority of teachers (68.4 percent) mentioned children feeling depressed while lack of confidence and shyness were reported by 15.8 percent and 5.3 percent respectively
  - Of various kinds of possible physical hazards frequent illness was mentioned by 55.6 percent followed by permanent disability (11.1%) and injured (5.6 percent).
  - When asked "what were the most common reason's for children's drop-out", a striking proportion of 61.5 percent thought the principal reason was that teachers physically punish students while 23.1 percent and 15.4 percent thought that the teachers ignore students and teachers are not affectionate to students respectively.
  - Regarding the perceived differences between students who work and those who just study, 38.9 percent thought academic performance differed, and 16.7 percent thought they behave differently in class.
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- Like students, lack of sport facilities was mentioned the most commonly mentioned lacking facility followed by library.
- Regarding the extent of child labour, 20.0 percent thought there were “ many cases “ of child labour in school, while 3.5 percent said there were no known cases whereas the remaining thought that there were few cases.
- Evening schools, free education for children and good teachers were the suggestion offered by 38.1 , 28.6 and 14.3 percent of teachers to attract, retain and improve the performance of working children in school.

## Recommendations

4. In order to eliminate worst forms of child labour, are proposed both preventive as well as corrective strategies are proposed.
5. 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

6. 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

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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 the above two paragraphs) for gaining employers' confidence must be arranged for building support for struggle for elimination of child labour. The research revealed 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 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 at various levels with involvement of international and non-governmental agencies, and Federal, Provincial and District Governments.
- 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 does 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 and that in Kasur, non-formal education (NFE) schools and vocational institutes should be established for children. Apart from abridged traditional program of study, the training at NFESs should, inter alia, 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.



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- 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 the school. This is in line with the finding 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 concurrently 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 tanneries.
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## **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 reducing 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.
- Arrange for a forum(s) for building consensus among various stake holders 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 (T.V., 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 labor. In addition, strategies should be made, including conducting 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.

## **SPECIFIC STRATEGIES**

7. In addition to the above actionable strategies commonly applicable to all four industries, some industry-specific recommendations are outlined in the following paragraphs.

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- Non-formal education (NFE) schools and vocational training centers should be developed at primary as well as beyond primary school level. To attract working children and dropouts back to school, one NFE school for every 40 children in the target population should be built as a first step.
  - Awareness seminars should be conducted particularly in Kasur, because employers in Kasur tanneries had a distinctly defensive attitude. In addition, work in tanneries comprises hazards such as severe odours and chemicals, regardless of the nature of their tasks. Till child labour is completely eliminated, an intervention aimed at raising levels of awareness among employers about the harms associated with exposure to chemicals is required. Other interventions aimed at phasing out child labour may not bring fruition till employers are sensitized to legal requirements as well as risks associated with child labour.

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# 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 Kasur tanneries through Baseline Survey (BLS). The other three BLSs are: coal mines in Chirat (Noshera) and Chakwal, surgical instruments manufacturing in Sialkot and glass bangles manufacturing in Hyderabad. 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 stake holders, 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) which covered an additional three from the 29 industries (rag-pickers, deep sea fishing, and ship breaking and sea food processing).
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 stake holders 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 BLSs was to establish reliable and verifiable data on tanneries in Kasur District in terms of the nature, magnitude, causes and consequences of the worst forms of child labour. Following are the specific objectives for this Baseline Survey (BLS):

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1. To assess the extent of worst forms of child labour in Tanneries of District Kasur
  2. To obtain statistical inferences about a larger population in Tanneries of District Kasur
  3. To develop a profile of children working in Tanneries of District Kasur
  4. To obtain quantitative and qualitative information on the nature of the child labour problem in Tanneries of District Kasur
  5. To understand the underlying causes for high rate of dropouts in District Kasur
  6. To determine the extent of linkage between school dropout and child labour in District Kasur

## **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 estimated population of 149 million for mid-year 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 per cent compared with 6 percent 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, health care 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

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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 Glass Bangles Industry-Hyderabad, Coal Mines-Chirat, Chakwal & Shangla and Surgical Instruments Manufacturing Industry-Sialkot.



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## 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, namely tannery, surgical, bangles, 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].

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## 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

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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.) is 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 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.
73. 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%).
74. 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.
75. 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

**76. 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**

- 77.** 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.
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78. 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**

79. 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.
80. 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.

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

81. 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**

82. 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**

83. 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**

84. 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



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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**

85. 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**

86. 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**

87. 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**

88. 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.

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The Section ended with an overview of hazards faced by working children in agriculture, workshops and other occupations.

89. 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.
90. 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**

91. 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.
92. 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.
93. 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

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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.

94. 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**

95. 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.
96. 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
97. 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.
98. 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.
99. 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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100. 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**

101. 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.
102. 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.
103. 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**

104. 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.
105. 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

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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.

106. 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**

107. 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**

108. 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

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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

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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.
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



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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. SIMPOC's advice was sought during various stages of development of research design. The research was primarily conducted through Baseline Survey (BLSs) and School Dropout Survey. They were further reinforced by Focus Group Discussions (FGDs), and in-depth interviews with key informants and other stake holders.
129. The main purpose of these BLSs 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 Surveys were 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 Tanneries in Kasur District. For the dropout survey, control group was selected from private and public schools within the immediate vicinity of the sampled Tanneries.

#### Sampling Frame and Stratification Plan:

131. Federal Bureau of Statistics (FBS) was primarily responsible for Sampling Design, including provision of sampling frame. There were 3 strata in the universe. Each stratum was further divided into establishment blocks (EB's) and each EB into establishments.
132. The universe was divided into two domains, Rural and Urban by FBS. Urban domain was further sub-divided into two strata and Rural domain is considered single stratum.

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## 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 on 107 establishments randomly selected from 13 establishment 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 six schools in immediate vicinity of sample establishments covering four primary (mostly co-education) and two middle (boys only) schools. 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:

### Baseline Survey:

Category	Sample Plan	Actual Interviews Conducted
Working Children	400	152
Parents	40	40
Employer	50	23
Total	490	215

### Dropout Survey:

Category	Sample Plan	Actual Interviews Conducted
School Going	80	151
Dropout	20	30
Parents	5	5
Teacher	12	21
Total	117	207

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## Interviewers

137. The interviewers had a minimum of 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 Lahore 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 twenty four 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 closed 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

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$Y_{hkj}$ : 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 groups 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 & current living status, personal information, current work history and conditions, past work history of child, personal behavior, health hazards at work, and perception & 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.

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Qualitative information was also collected through Focus Group Discussions (FGDs), prior to and during BLSs, to complement findings of the BLSs – for details, refer 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 significance level (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 Kasur tanneries.
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.

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$$\sum_h \sum_k T_{hk} = \text{Total number of establishments covered} = 107$$

$$\sum_h T_{h.} = \text{Total number of Establishment Blocks covered} = 13$$

$$\sum_h T_{h...} = \text{Total number of working children interviewed} = 152$$

$$\sum_h R_{h.} R_{h..} R_{h...} = 1/4.717 \text{ (Provided by FBS)}$$

$$\hat{Y} = 152 \times 4.717 = 717$$

150. Estimated number of working children in Kasur tanneries is 717. The age and gender wise estimates are as follows:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	29	304	384	717	100
Girls	-	-	-	-	-
Total	29	304	384	717	100

- 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.

$l$ : 1 = Boys, 2 = Girls

$m$ : 1 = age 5-9, 2 = age 10-14, 3 = age 15-17 years

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

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

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

$A_{lm}$  = Estimated number of children in  $l$ -th gender and  $m$ -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 Kasur was interrupted due to initial lack of cooperation by the tanneries association/owners. This was so because they insisted on saying that

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there was no child labour below 18 years of age in the industry. Though our pilot survey team had observed presence of this age group within 2 kilometer radius of the tanneries concentration area in Kasur.

- Kasur has 237 tanneries, mostly small and medium sized. The tanners community is more like a large family that showed cohesion for a common cause. We could feel on the first day, when survey teams visited 30 plus places and only a few workers near 18 year age could be approached for interviews. Apprehensively, the remaining managed to disappear from factories when the teams wanted to interview them. Therefore, an alternate strategy had to be devised in consultation with FBS, whereby the working children were successfully approached using a snowball technique in the play grounds and the neighbourhood.
- This way, we conducted 152 interviews from 107 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.



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## IV. FINDINGS OF THE QUANTITATIVE RESEARCH (FIELD INTERVIEWS)

### WORKING CHILDREN, PARENTS AND SCHOOL DROPOUTS

#### Correlation Analysis

151. This section of the report presents correlation coefficients between continuous (ratio level) variables that were theoretically important and statistically significant. 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 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 did not have a significant association with the total household income ( $r=0.132$ , with  $p\text{-value} > 0.05$ ), as given in the correlation matrix at the end of this section. This implies that on the average, the total family income was not statistically significantly larger for larger families.
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 his/her own income ( $r=0.508$ , with  $p\text{-value} \leq 0.01$ ), as shown in the correlation matrix.
- 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. However, there was no association between age and family's income.
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  $r=0.348$ . 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 tanneries?	Child's monthly income.	Age of the child, when start working in tanneries.
Family Size	Pearson Correlation	1	0.132	-0.09	0.08	0.125	-0.012	-0.146	-0.02
	Sig. (2-tailed)	.	0.116	0.271	0.341	0.124	0.888	0.079	0.802
	N	152	142	152	143	152	152	146	152
Total monthly family/ household income?	Pearson Correlation	0.132	1	0.14	0.097	0.075	.171(*)	.348(**)	-0.027
	Sig. (2-tailed)	0.116	.	0.096	0.266	0.377	0.041	0	0.752
	N	142	142	142	133	142	142	138	142
Age (in completed years)	Pearson Correlation	-0.09	0.14	1	0.072	-0.045	.267(**)	.508(**)	.446(**)
	Sig. (2-tailed)	0.271	0.096	.	0.393	0.585	0.001	0	0
	N	152	142	152	143	152	152	146	152
Child's educational level	Pearson Correlation	0.08	0.097	0.072	1	-0.063	-.342(**)	0.109	.263(**)
	Sig. (2-tailed)	0.341	0.266	0.393	.	0.458	0	0.202	0.001
	N	143	133	143	143	143	143	138	143
Work Duration	Pearson Correlation	0.125	0.075	-0.045	-0.063	1	0.118	-0.01	-0.072
	Sig. (2-tailed)	0.124	0.377	0.585	0.458	.	0.149	0.903	0.378
	N	152	142	152	143	152	152	146	152
Work duration in tanneries?	Pearson Correlation	-0.012	.171(*)	.267(**)	-.342(**)	0.118	1	.226(**)	-.485(**)
	Sig. (2-tailed)	0.888	0.041	0.001	0	0.149	.	0.006	0
	N	152	142	152	143	152	152	146	152
Child's monthly income.	Pearson Correlation	-0.146	.348(**)	.508(**)	0.109	-0.01	.226(**)	1	0.12
	Sig. (2-tailed)	0.079	0	0	0.202	0.903	0.006	.	0.149
	N	146	138	146	138	146	146	146	146
Age of the child, when start working in Tanneries.	Pearson Correlation	-0.02	-0.027	.446(**)	.263(**)	-0.072	-.485(**)	0.12	1
	Sig. (2-tailed)	0.802	0.752	0	0.001	0.378	0	0.149	.
	N	152	142	152	143	152	152	146	152

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

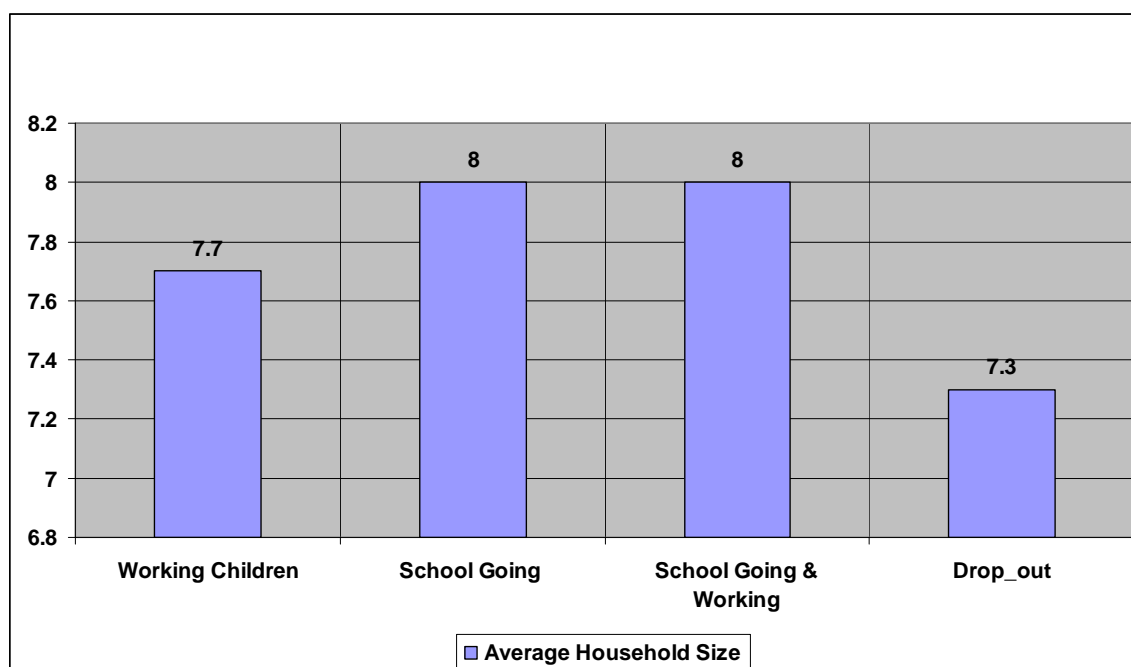
\* Correlation is significant at the 0.05 level (2-tailed).

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 strong but negative ( $r = -0.342$ ,  $p\text{-value} \leq 0.01$ ). The association between education and age when started working was positive ( $r=0.263$ ,  $p\text{-values} \leq 0.01$ ), 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.
156. **Work Experience and Monthly Income:** A strong positive association existed between "work experience" and "monthly income of child" ( $r=0.226$   $p\text{-value} \leq 0.01$ ), indicating that the longer one works in the industry, the higher are monthly wages.

## Household Profile

157. This section of the report presents a review of demographic and economic characteristics of the family and household of children involved in Tanneries of Kasur.
158. **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 (7.7 members). Accordingly, the average household size is bigger for these households of working children than the average household in Kasur.

### Average Household/Family Size



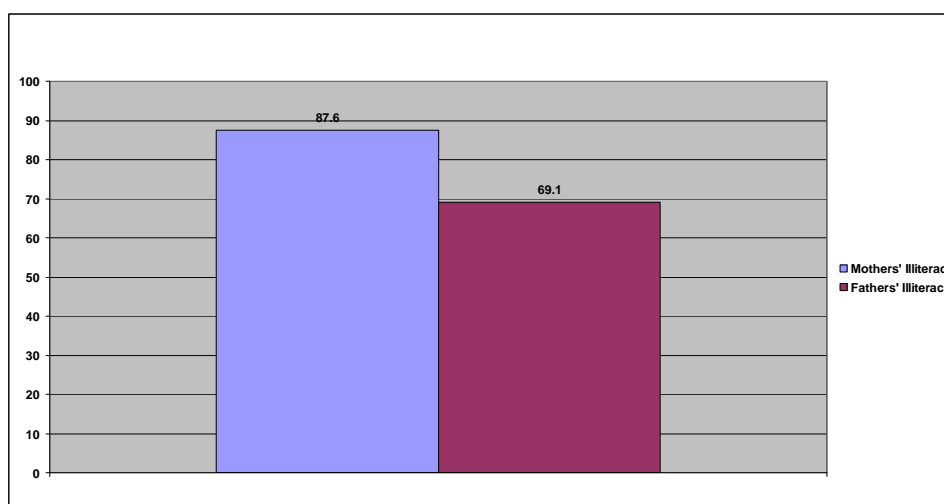
159. In case of school going children, school going and working and drop-out children it was 8.0, 8.0 and 7.3 respectively. According to 1998 population census, the average household size in urban areas of Kasur was 7.2. Relatively higher family size of

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children surveyed may be related to the poverty of the household as such, families tend to have larger family size.

160. **Household Income:** The average monthly household income for the family of the children in Tannery Industry was Rs. 5709. Considering an average household size of 7.7 the average monthly income per person figure out to be at Rs. 741. This level of income puts these families slightly below the poverty line i.e. Rs. 750 per capita in 2002-03. Different interventions would be suitable for families with considerably different incomes. The main question from intervention's point of view would be whether families at poverty levels would be able to survive without the working child's income.
161. **Father's Employment /Occupational Status:** Nearly 50.7% of the children mentioned that their father also worked in the Tannery industry. The rest mentioned that their fathers were involved in various other types of works.
162. **Parents' Level of Education:** Mother's level of education is generally considered to have strong bearing as children's social status and economic potential. Mothers of working children in our survey reportedly had a very high illiteracy rate of 87.6 %. Illiteracy rate of the mothers of children who were school drop outs was almost similar to those of the school going children 85.7%. It was slightly lower 84.4% for mothers whose children were both going to school and working as well.
163. Father's education is another important variable in determining risk of child labour participation. Among the sampled children, overall level of education for the fathers was relatively higher as their illiteracy rate was lower 69.1% then that for their mothers (87.6%).

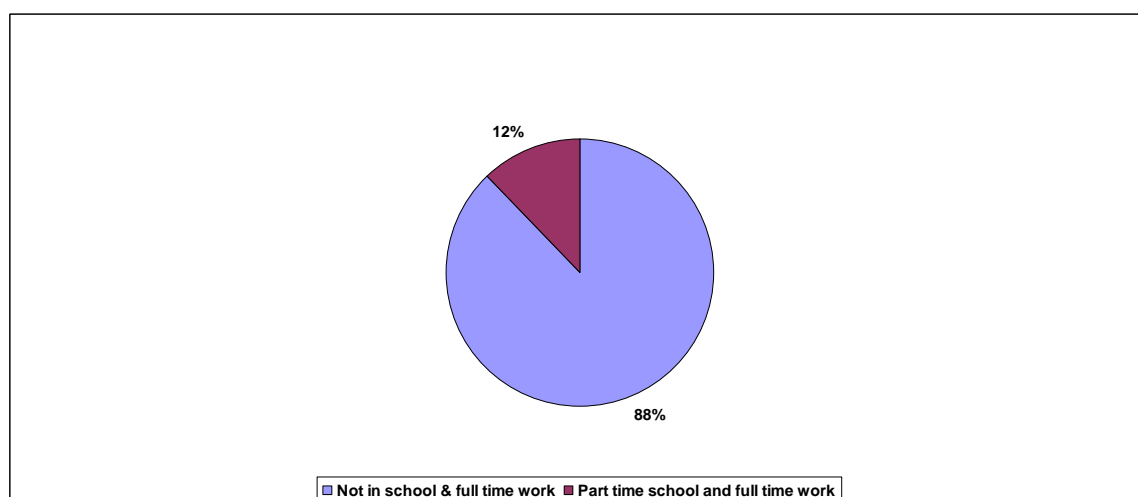
### Percentage Distribution of Parents who were Illiterate



164. **Status of Working Child's School Attendance:** Of all working children, 84.0% were not in school and were working full time. A very small proportion was doing full time school and part time work (1.9 percent). The proportion of children who were working full time with part time school as 11.8 percent.

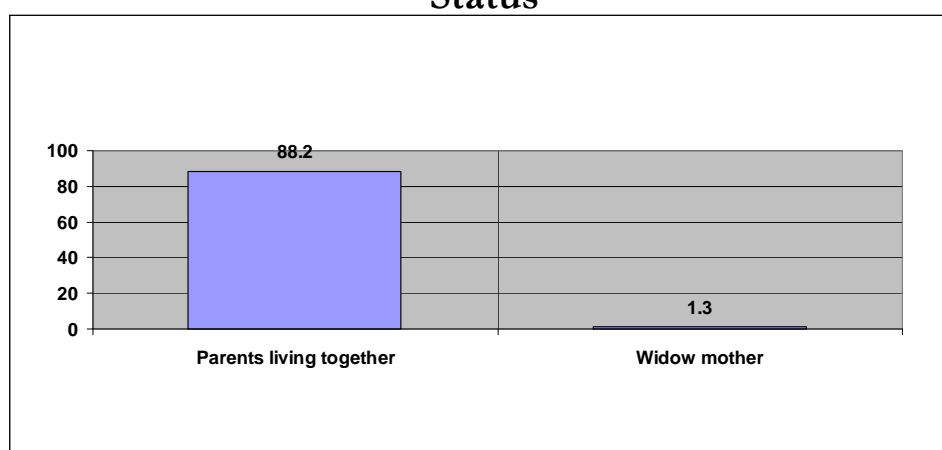
165. The distribution of children by their status as a student or a worker has important implication. Perhaps it shows that the work is too demanding to allow children to study. This becomes clearer later when questions on whether children will attend school if arrangements were made.

### Percentage Distribution of Children by School Attendance and Work Status



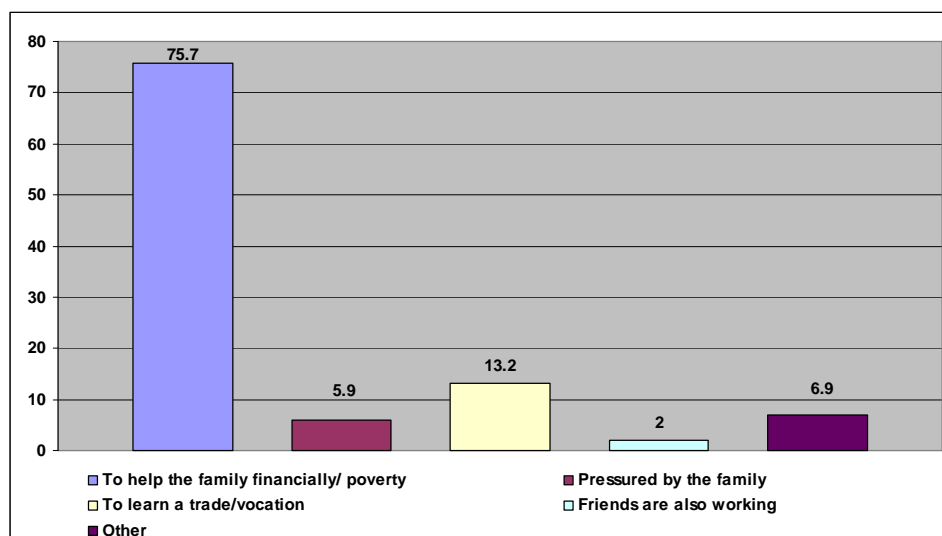
166. **Child' Rank among Siblings:** The order of the working child among his or her siblings has interesting implications. Although children in our study come from rather larger families compared with overall average household size in Pakistan (6.8), the most frequent rank was second (20.5%), followed by third (19.9%) fourth (16.6%).
167. **Parents' Marital Status:** Contrary to the popular belief that working children tend to come from broken families, an over whelming 88.2% of children in our sample had both parents living together. A widow mother was reported by 7.9%. Among children who were both studying and working, a relatively higher proportion (94.1%) had both parents living together.

### Percentage Distribution of Children by Parents' Marital Status



168. **Children's Reasons for Working:** Across thirteen most likely reasons for children to be working, a strikingly high proportion of children (75.7%) mentioned poverty to be the main reason. More specifically, they did so to help family financially. The desire to learn a trade / vocation was the second important reason mentioned for working (13.2%). Amongst those who were working as well as going to school, 51.5% gave this reason for working. A small proportion said they were working because of family pressure, which may also be indirectly related to poverty.

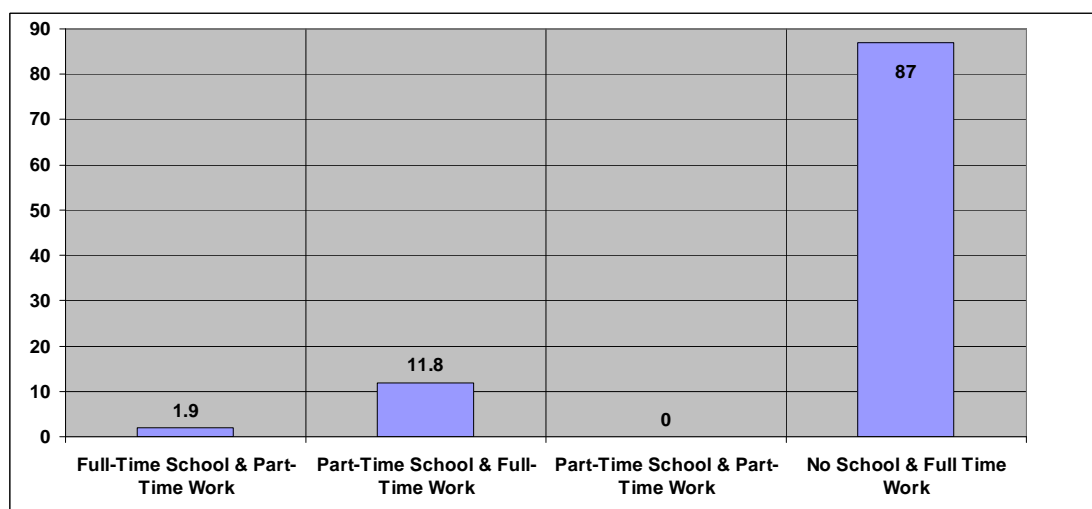
### Percentage Distribution of Children by Reasons for Child to Work



### Educational Achievements and Activities

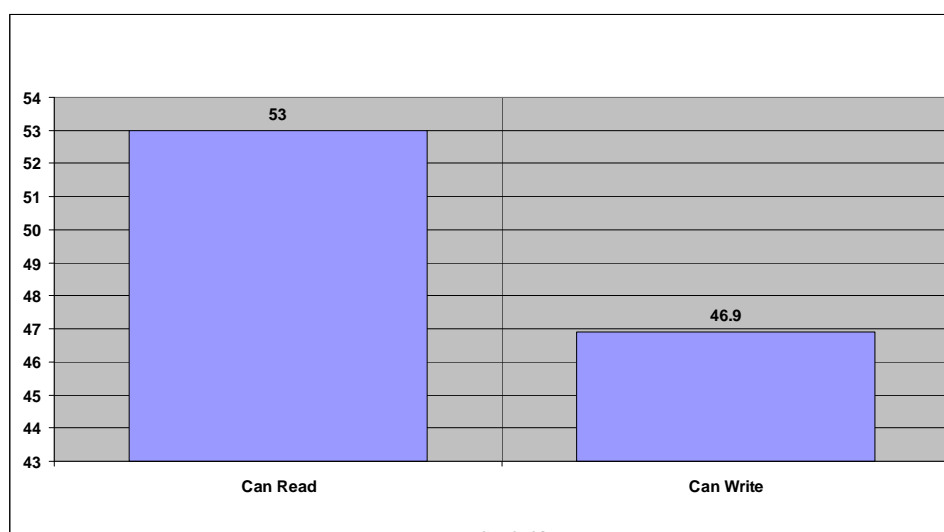
169. **Nature of School or Work Activities:** All the working children were male. Roughly 87.0 percent working children worked full time, while 11.8 percent worked full time and studied on part time basis and 1.9 percent worked as part time basis and studied full time.

### Percentage Distribution of Children by Nature of School or Work Activities

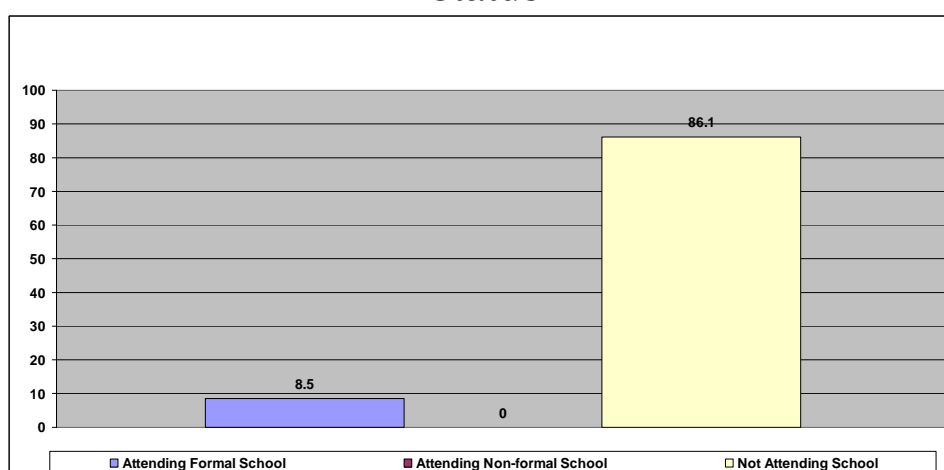


170. **Literacy status and schooling:** A working child's inability to read and write is a proxy for lost opportunity for schooling, be it formal or home schooling. Of the children working in Tannery industry, 53% mentioned they could read, and 46.9% said they could write. As for as school attendance is concerned, a sizeable (86.1%) proportion of child workers were not attending school. Only 8.5% children were attending a formal school, whereas none was attending a non-formal school at the time of the survey.

### Percentage Distribution of Children by Ability to Read and Write



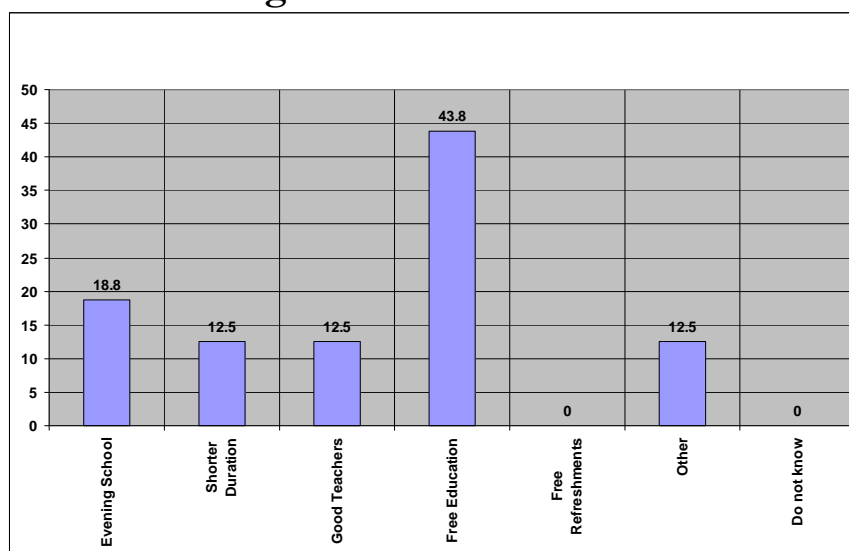
### Percentage Distribution of Children by School Attendance Status



171. **Reasons for Dropping Child out of School:** Almost three fourth i.e. 71.4 percent of the parents indicated “ Low academic achievement” as the reason for dropping their children out of school, while some mentioned poverty as the reason for this.
172. **Suggestions by the Drop Outs for Attracting, Retaining, and Improving Performance of Working Children in School:** School drop outs gave interesting

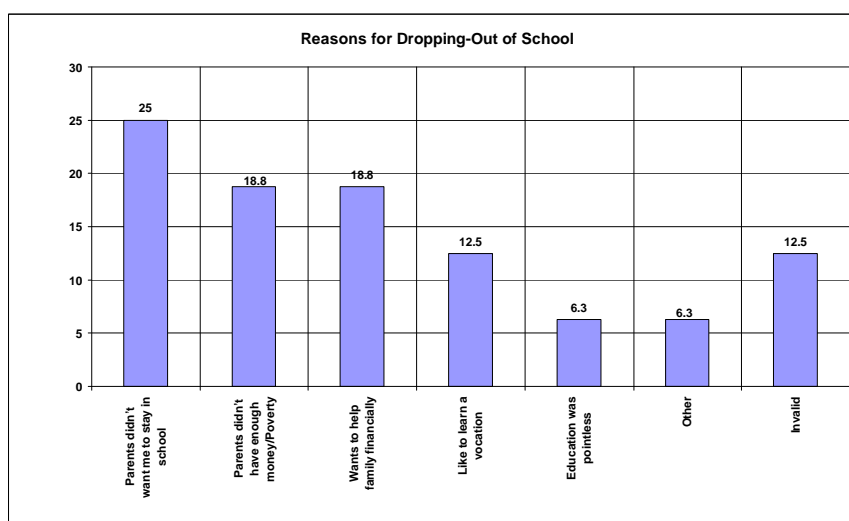
yet useful suggestions for attracting retaining, and improving the performance of working children. Free education was suggested by 43.8 percent, followed by evening school (18.8%) and shorter duration school good teachers and other (12.5 percent) each.

### Percentage Distribution of Children by Suggestions for Making Schools more Attractive



173. **Reasons for Dropping Out form School:** Poverty was the underlying reason for most dropout children's. The highest proportion (25.0%) mentioned that they dropped out because parents did not want him to be in school. It was indicated by 18.8 percent each their parents did not have enough money, and they wanted to help family financially. Other important reasons included desire to learn a vocation (12.5%) and education was pointless (6.3%).

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



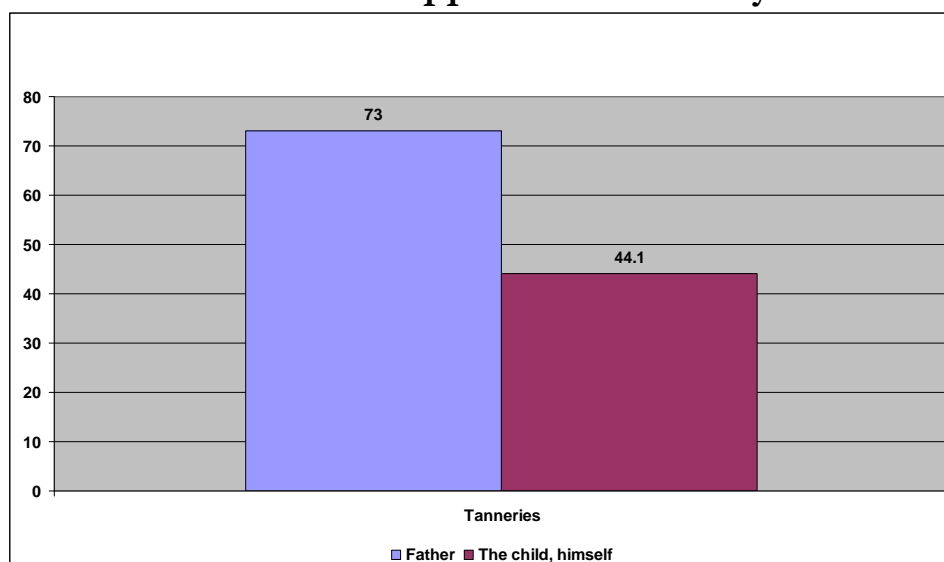


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## Financial Aspects

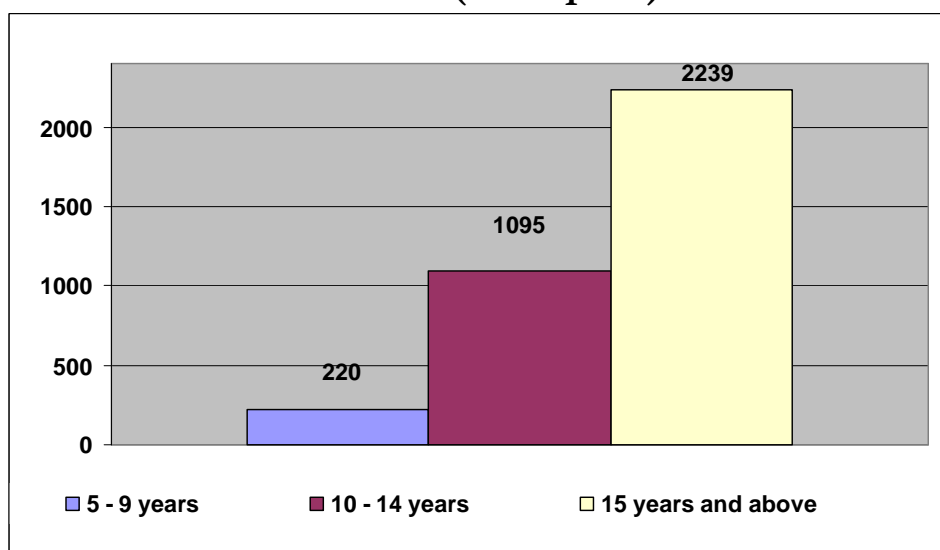
174. **Financial Support of the Family:** In 73.0% of the cases father supported the family. Children themselves supported the family in 44.1% of the cases. Mothers of 5.3% children and sisters 2% were also economically active in providing support to the family.

### Percentage Distribution of Family Members by Providing Financial Support to the Family

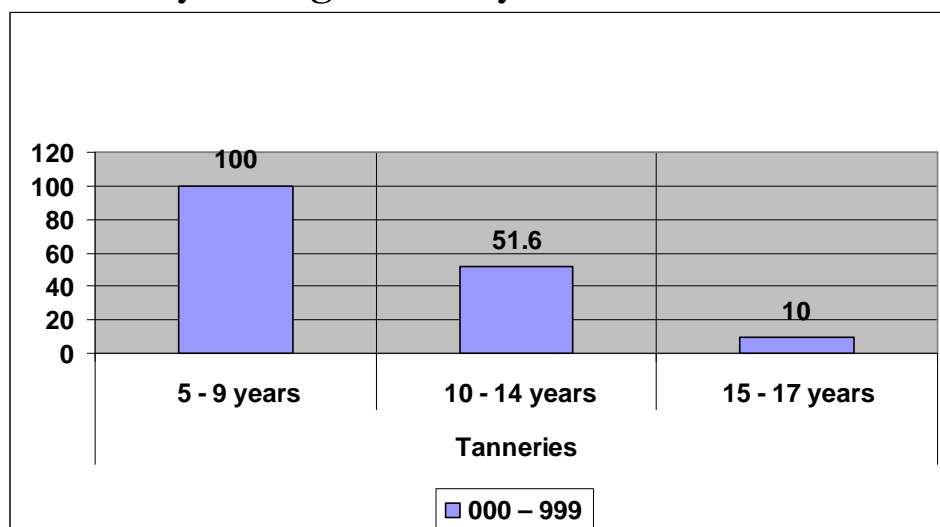


175. **Monthly Income of Working Children:** Working children mostly earned very low wages. Over one-half of the entire sample made less than Rs. 1,000 per month. Another 36.5 % made between Rs. 1,000/ month to Rs. 1,999/ month. Only about one-fourth of all children earned over Rs. 2,000 / month. The average income of these children was Rs. 1030.5 per month.

### Percentage Distribution of Children by Average Monthly Income (in Rupees)



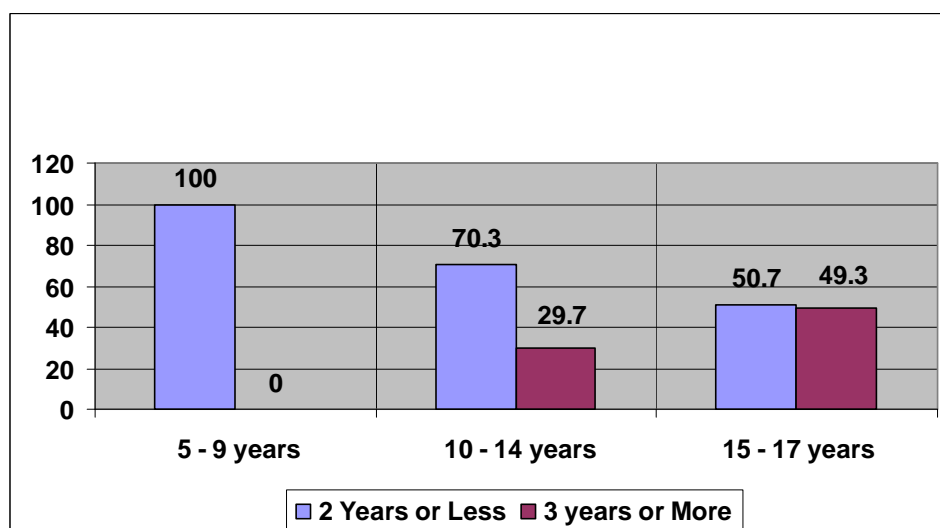
## Percentage Distribution of Children by Under Rupees 1000 by Average Monthly Earned Income



## Working Conditions and Health Hazards

176. **Duration of Work in Tannery Industry:** The duration of work in the Tannery industry coupled with information from other related questions reveals the attraction of the industry to child labour 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 tanneries. Those who had worked for less than six months or so made up only 9.5% of the sample.

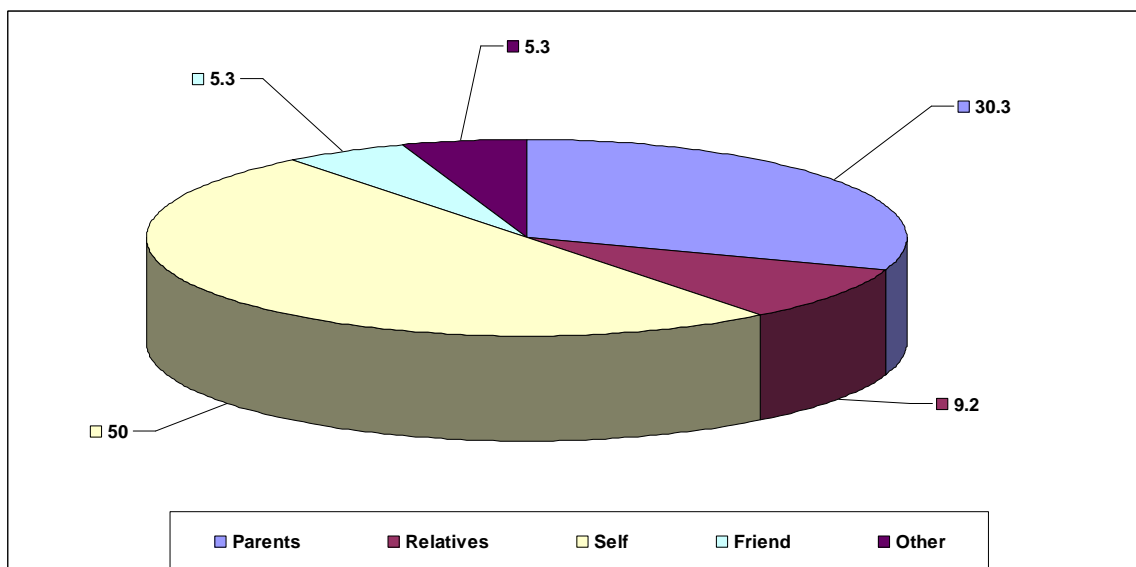
## Percentage Distribution of Children by Duration of Working Years in Tanneries



177. **Who Put Child at Work in the Tannery Industry:** In half the cases the child himself was responsible for working in the Tannery industry. Parents in 30.3% cases were the ones who put the child to work. Another 9.2% mentioned it was their relatives, while only 5.3 percents were put to work by friends.

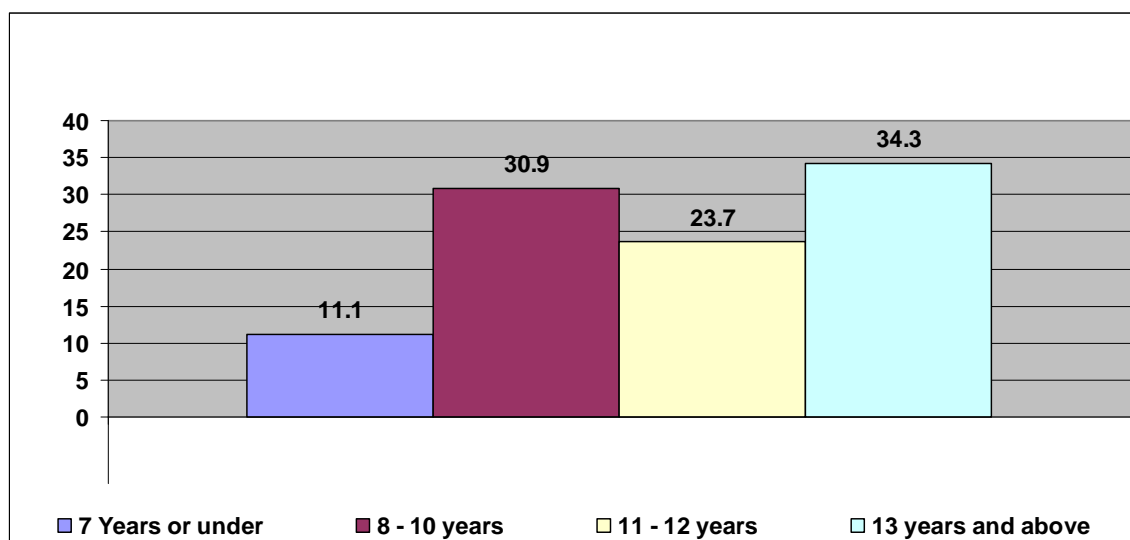
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### Percentage Distribution of Children by Person who put the Child to work in any Industry



178. **Age at Which the Child Started Work in Tannery Industry:** Some children mentioned starting work as early as 5 years. Almost on third i.e. 31.5 percent started work at the age of 5-9 years, Slightly more than one –half i.e. 52.6 percent started working at the age of 10-14 years, while 15.9 percent at the age of 15-17.

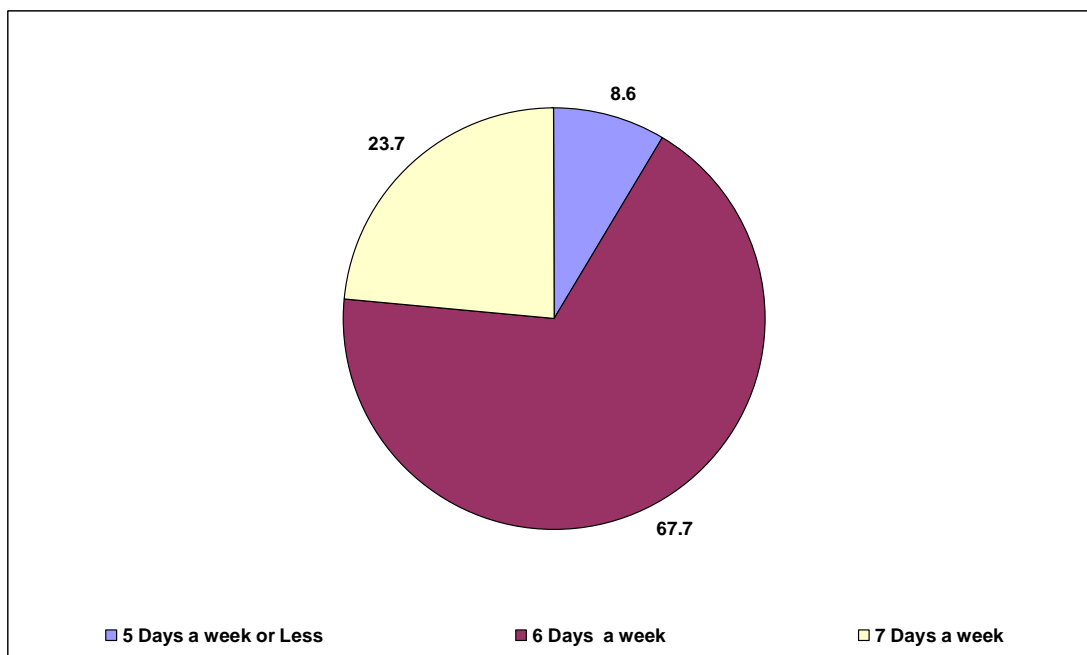
### Percentage Distribution of Children by Age at which they Started Work in Tanneries



179. **The Work Load in Tanneries:** The average duration of work per day for the children in Tannery industry was 9.1 hours. About two third i.e. 67.8% 6 days a week, while about one fourth i.e. 23.7 percent work 7 days a week.

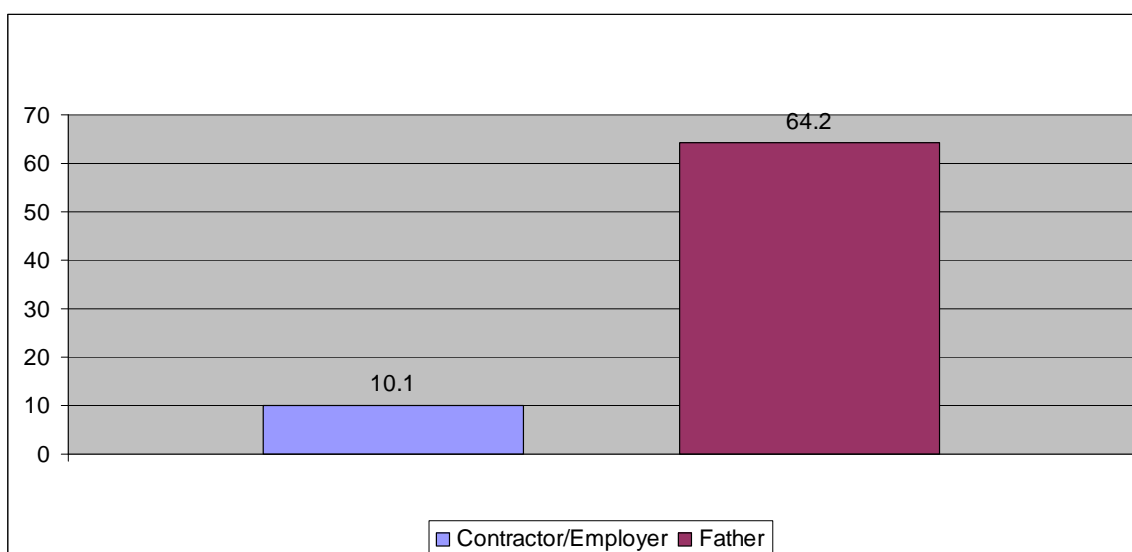
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## Percentage Distribution of Children by Duration of Working Days in Tanneries



180. **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. Two-third of them i.e. 64.2 percent were afraid of their father. A substantial proportion of children expressed fears related with employer or contractor 10.1 percent, police (6.8 percent), brothers (5.4 percent) mothers (3.4% percent) and dogs (2 %).

## Percentage Distribution of Children by Types of Fears Faced by Them



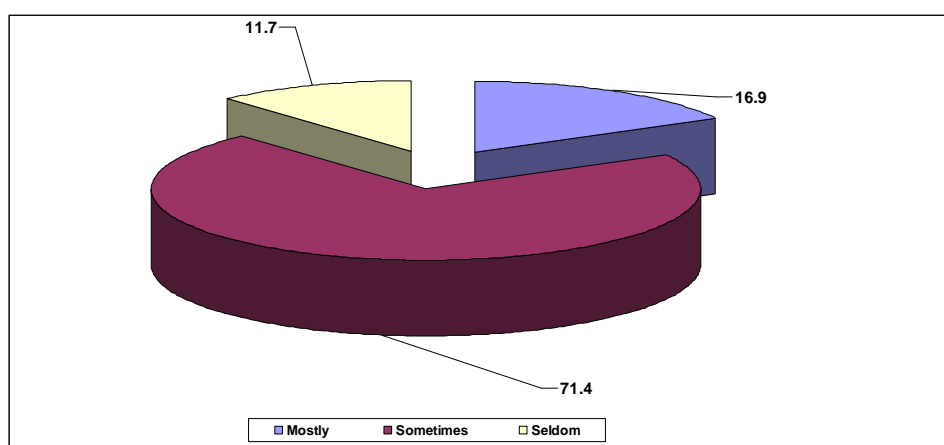
181. **Nature of Tasks Performed by Children:** Children were performing a variety of tasks in tanneries as well, some of which were less hazardous than others. However, workers in tanneries cannot escape the hazards such as severe odours and chemicals regardless of the nature of their tasks. For instance, all tasks such as soaking, unhairing, reliming, trimming, fleshing, splitting, deliming, baiting, chrome tanning, and pressing, all involve chemicals of some sort, harmful for human skin. An intervention aimed at raising levels of awareness among employers about the ill-effects of exposure to chemicals would be desirable.

### Percentage Distribution of Children by Nature of Tasks They Perform

Tasks	5-9 years	10 - 14 years	15 - 17 years
	%	%	%
Raw Material Store	40.0	9.5	13.3
Soaking	0.0	9.5	4.8
Un-hairing and Re-liming	0.0	1.6	12.0
Trimming, Fleshing and Splitting	0.0	6.3	9.6
Deliming & Baiting	0.0	4.8	3.6
Chrome Tanning	20.0	3.2	4.8
Pressing	0.0	6.3	10.8
Shaving	0.0	0.0	2.4
Drying, Trimming and Storing	0.0	23.8	12.0
Other	40.0	34.9	26.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

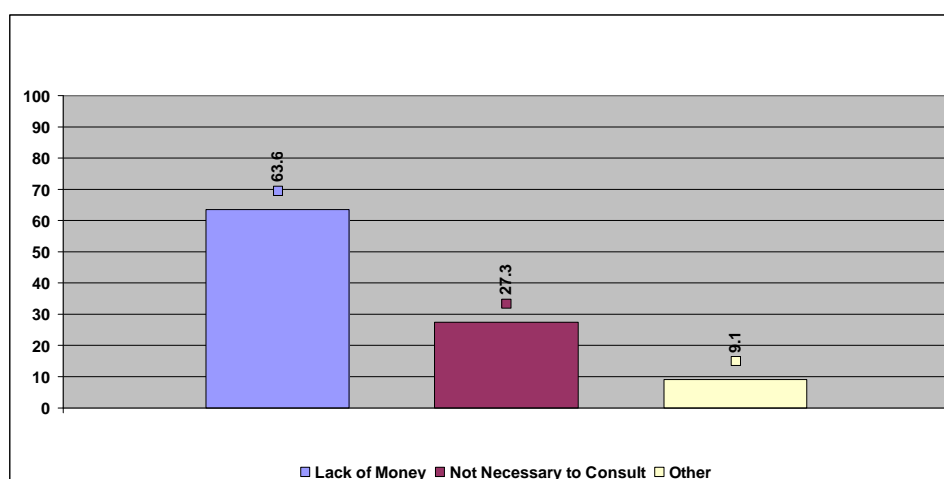
182. **Sickness and Injury Due to Work:** The extent of work-related injury throw light on the nature of working conditions for children working in the tannery industry. Almost three – fourth i.e. 71.4 percent children mentioned they have had sickness or injury “Some times” due to work, 16.9 percent mentioned being injured or sick, while 11.7 percent said they “seldom” work – related sickness or injury. Further more 21.9 percent children said that they were still sick / injured due to work.

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



183. The most frequent of all types of injury and sickness category was “cuts wounds” for 29.4 percent of the children. Other categories included fever for 26.5 percent, respiratory problems for 11.8 percent, skin diseases for 5.9 percent, while 2.9 percent each suffered from back pain due to heavy load, fractures from heavy load, headache and cough.
184. **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, three-fourth of the working children i.e., 75.5 percent gave an affirmative answer.
185. Reasons for not consulting a medical professional, by about two – third i.e., 63.6 percent was indicated as lack of money, 27.3 % of the working children said it was not necessary to consult a medical professional, while 9.1 percent gave other reasons.

### Percentage Distribution of Children by Reason for not Consulting Medical Professional



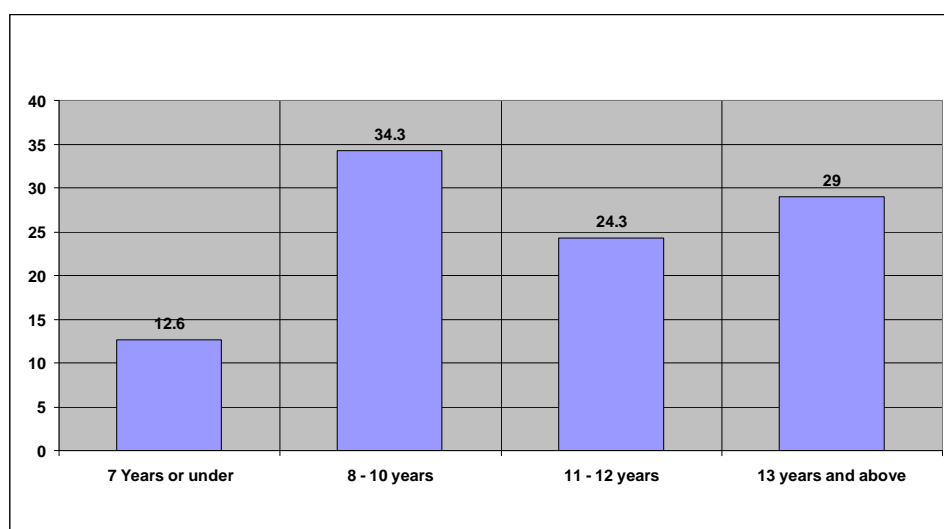
186. **Protection While Working :** Given the hazardous nature of the various processes in the Tannery Industry, as striking finding is the 71.1 children mentioned they did not wear any protection, while 10.5 ,6.6, 5.3,3.9,0.7 and 2.0 percent head cover, shoes, face mask, gloves, glasses and other protective devices respectively, while working.

### Percentage Distribution of Children by Type of Protection

	% age
Does not wear any protection	71.1
Boots/Shoes while working	5.3
Gloves	10.5
Head cover	6.6
Face mask on mouth & nose	3.9
Glasses	0.7
Other	2.0

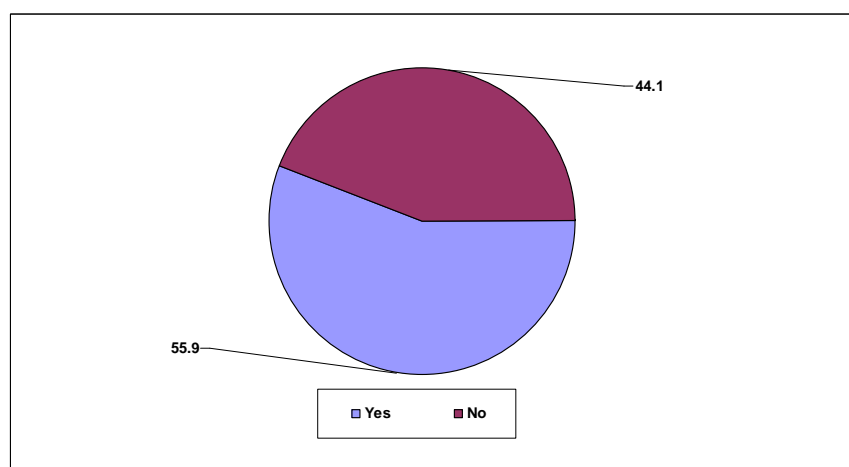
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187. **Age at Which the Child Started Work the First Time:** The age at which a child started work in any industry is an important piece of information in that the strategies to deal with child labor would vary by age. For instance younger children of ages 5 to 7 would be targeted for their possible enrollment in formal schools. Those children who are past the age of formal schooling will be targeted for non-formal schooling instead.
188. The modal age for starting work in any industry was 15 years. Over 13% of children started working at the age of 7 years or under.

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



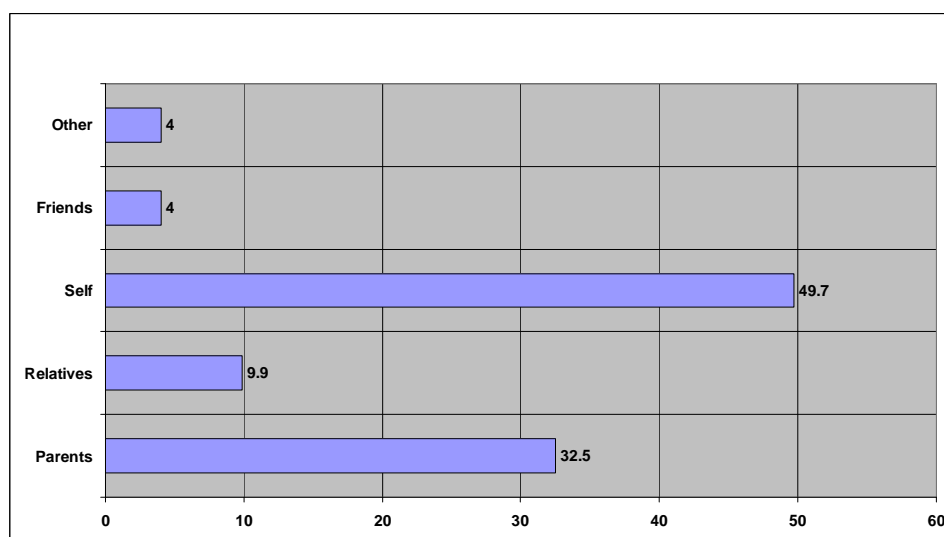
189. **Dropped Out of School to Work:** Circumstances force many children to quite school in order to join the labor force. Majority of the sample working children i.e. 55.9 percent had to leave school to start work.

### Percentage Distribution of Children by Dropped Out of School to Work



- 
190. **Who Put Child at Work the First Time:** In about half the cases i.e., 49.7 percent, it was child himself who had opted for work. While 32.5 percent and 9.9 percent and 4.0 percent parents relatives or friends respectively who had put them to work. In only 4.0 cases it was someone else who had put he child to work.

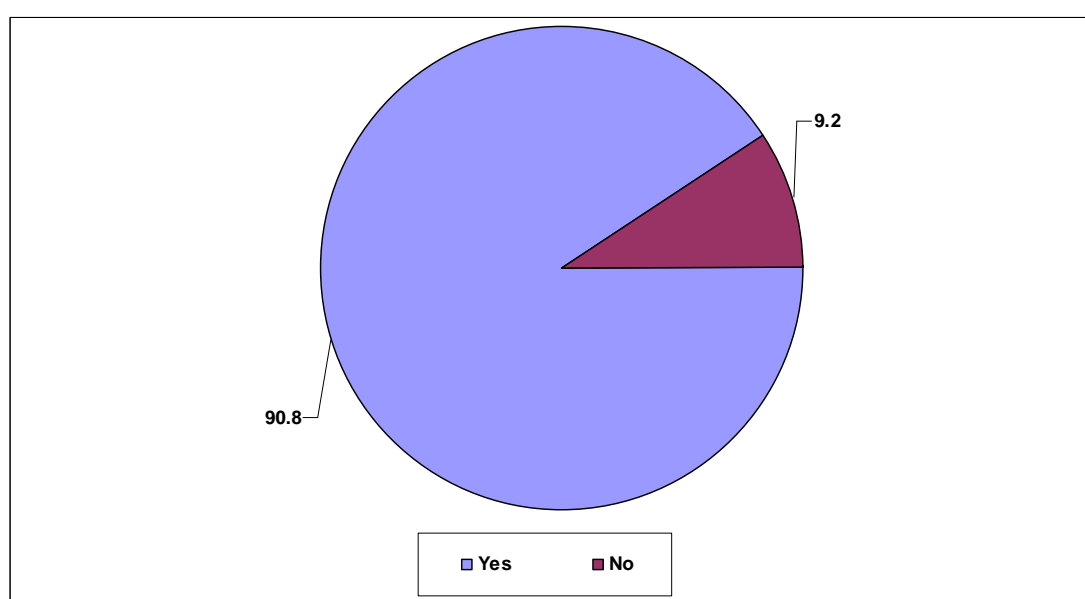
### Percentage Distribution of Children by the Person Who Put the Child at Work for the First Time



### Personal Behavior

191. **Under fed Children:** The extent of under fed working children in tannery industry was 9.2 percent. That compare at 4.2% children working in coal mines, 5.3% working in surgical instrument manufacturing, and 14.0 percent working in bangles industry.

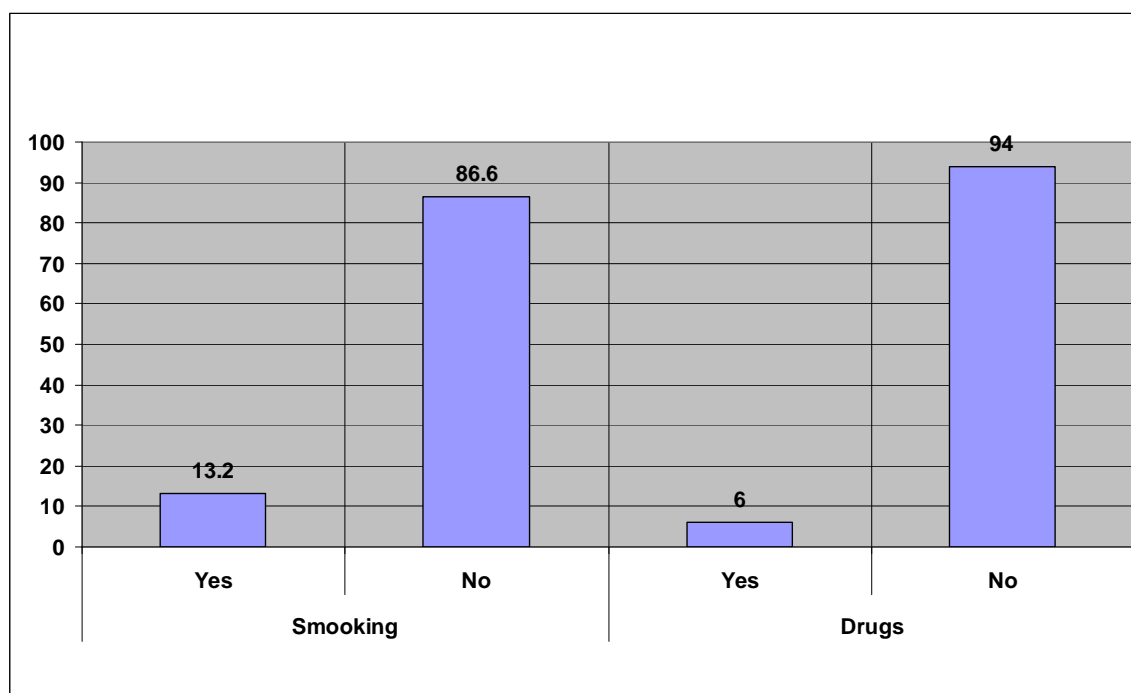
### Percentage Distribution of Children by Access to Enough Food





192. **Smoking and Drug Use:** Over thirteen percent children reported they smoked cigarettes, while a smaller proportion 6.0 percent mentioned using drugs. Regarding the time since smoking, about 22.2 percent had been smoking for over two years, while 55.5 and 22.2 percent had been smoking for less than one year and one to two years respectively.

### Percentage Distribution of Children by Smoking & Drug Use Status of Working Children



193. **Place of Spending their Free Time:** About two – fifth i.e., 40.8 percent of the working children spent their free time at home. A striking proportion 23.0 percent spent their free time at street, while 21.2 percent spent much time at parks/ playgrounds and 10.5 percent at club playing snooker/video games.

### Personal Information and Perception

194. **Preference for School:** Another remarkable finding from the survey is that about two-third i.e. 68.8 percent of dropout children said they would go to school if one was arranged for them
195. **The Type of Education:** When asked about the type of education they would like to get 66.7 percent mentioned they would prefer full time formal education. While 22.2 percent would prefer to have vocation/ technical education of full time and part time bases respectively.
196. **Preference for Future Profession:** The most preferred future profession turned out to be becoming a businessman or doctor (17.1%) each other frequent preferences were for remaining an Industrial workers (7.2 percent) Government employee (5.9 percent) mechanical worker and tailor (3.9 percent each).

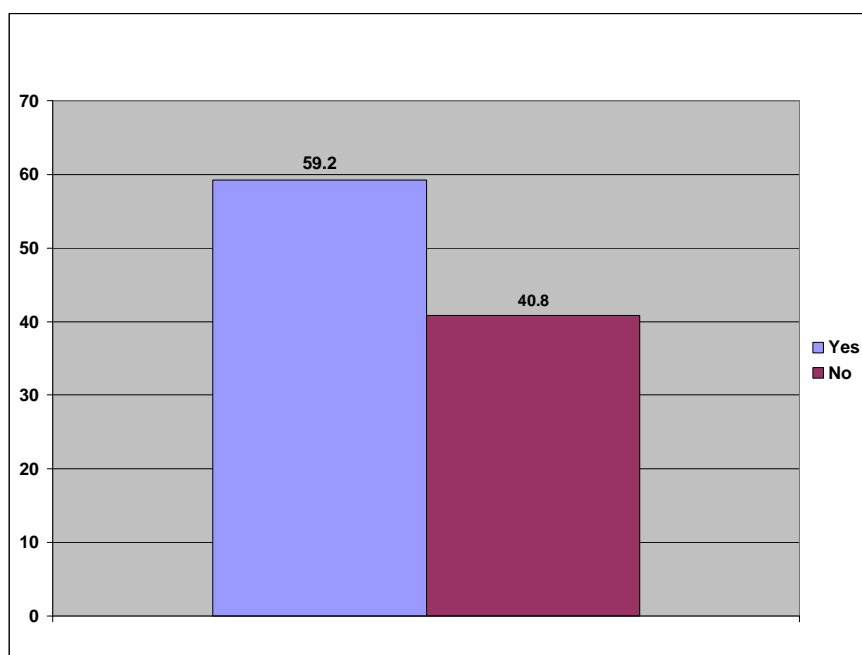
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## Percentage Distribution of Children by Preference for Future Profession

	% age
Mechanical worker	3.9
Carpenter	0.7
Blacksmith worker	0.0
Industrial worker	7.2
Tailor	3.9
Agriculture worker	0.0
Mason	0.7
Businessman	17.1
Shop assistant	0.0
Doctor	17.1
Engineer	1.3
Teacher	1.3
Government Employee	5.9
Armed Forces	3.3
Other	33.6
Do not know	3.9

197. **Abuse in Job:** Another important finding of this study is the mention of abuse in job by 59.5 percent in the tannery industry. Of the four industries covered in this study, the highest abuse rate was reported in this industry followed by the surgical instrument manufacturing (44.3 percent) and glass bangle industry (29.5 per cent).

## Percentage Distribution of Children by Reporting Abuse



- 
198. The intensity of abuse was mentioned to be medium by 44.8 percent of the working children and heavily 17.7 percent children. Light abuse was experienced by 37.5 percent.

### Percentage Distribution of Children by Intensity of Abuse

	%age
Light	37.5
Medium	44.8
Heavy	17.7

199. **Environmental Situation at Workplace:** Environmental hazards at workplace are among the important factors in making child labor unable in tannery industry, cleanliness, lighting, and ventilation were reported to be good by 30.9, 32.2 % and 22.2 % of the working children respectively. The poor or bad levels of cleanliness, lighting, and ventilation were reported by 17.7, 7.2 and 11.8 percent of the working children respectively.

### Percentage Distribution of Children by Rating of Environmental Situation at Work Place

	%age
Cleanliness	19.7
Lighting	7.2
Ventilation	11.8

200. The safety of tools is one of the important aspects of safety at work place was a concern of several children in tannery industry. About 43 percent working children through the work tools used at their workplace were unsafe, while 8.6 percent were unable to comment on this issue.

### Percentage Distribution of Children by Rating of Tools Safety at Work Place

	%age
Safe	48.7
Unsafe	42.8
No Comments	8.6

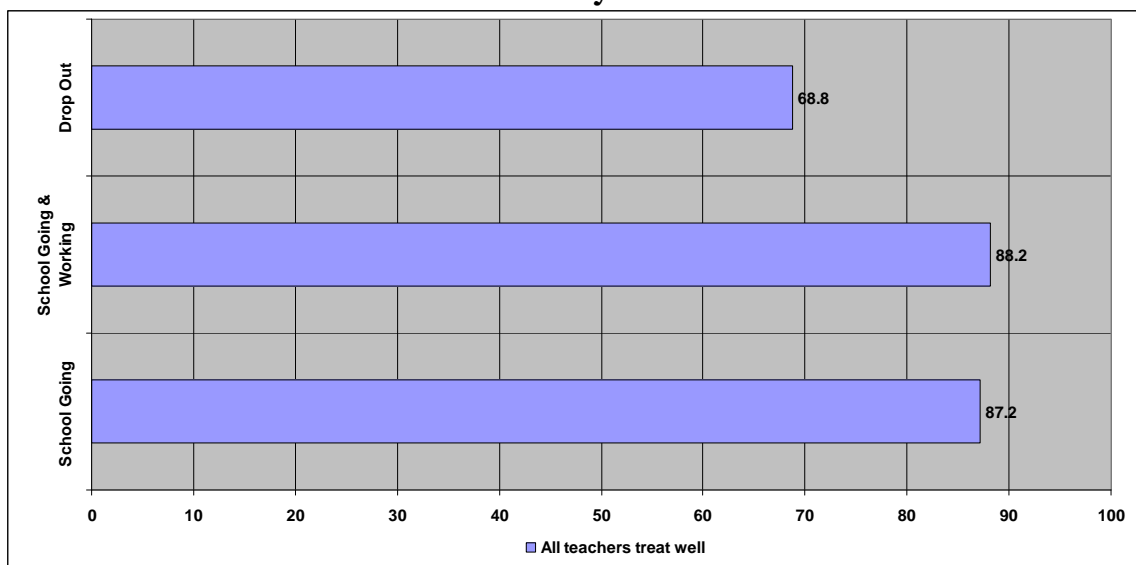
201. **Recommendation of Job in the Same Industry to Siblings:** When asked if they will recommend the job in the same industry to their siblings, nearly 67.5 percent said they would not. This is perhaps an indication that the children don't see their work as very desirable and that they would like for their siblings to go to better jobs.

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## Perceptions of Children about School and Work

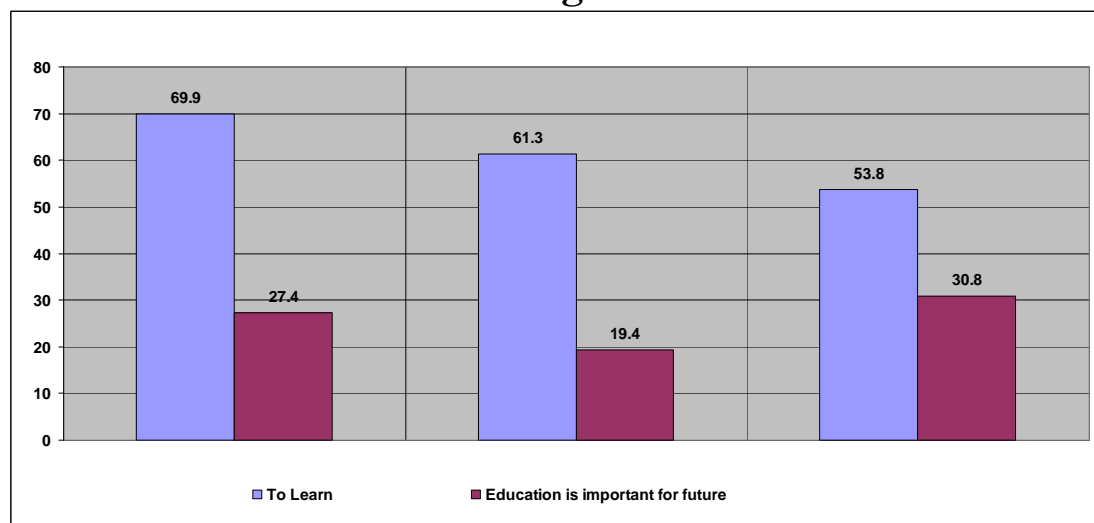
202. **Children's Perceptions about treatment by teachers:** Most school going children (87.2 percent) and school going and working children (88.2 percent) thought that all school teachers treat children well. In contrast view of school dropout was that only 68.8% teachers treated children well.

### Percentage Distribution of Children by Perceptions about Treatment by Teachers



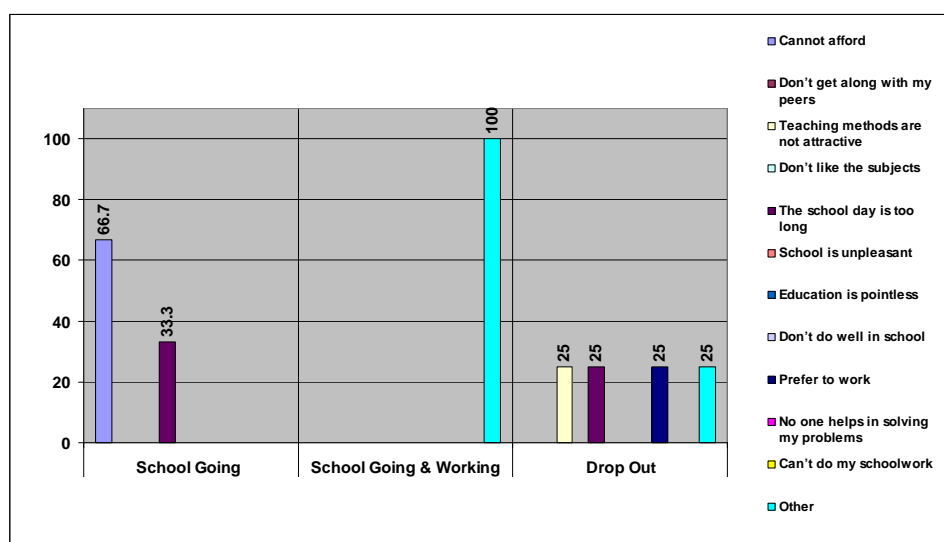
203. **Reasons for Attending School:** The most frequent reasons given for attending school was indicated to be “to learn” i.e. by 69.9, 61.3 and 53.8 percent of the school going, school going and working and dropout children respectively. The second important reason indicated was “education” is important for future mentioned by 27.4, 19.4 and 30.8 percent of the school going, school going and working and drop out children respectively.

### Percentage Distribution of Children by Reasons for Attending School



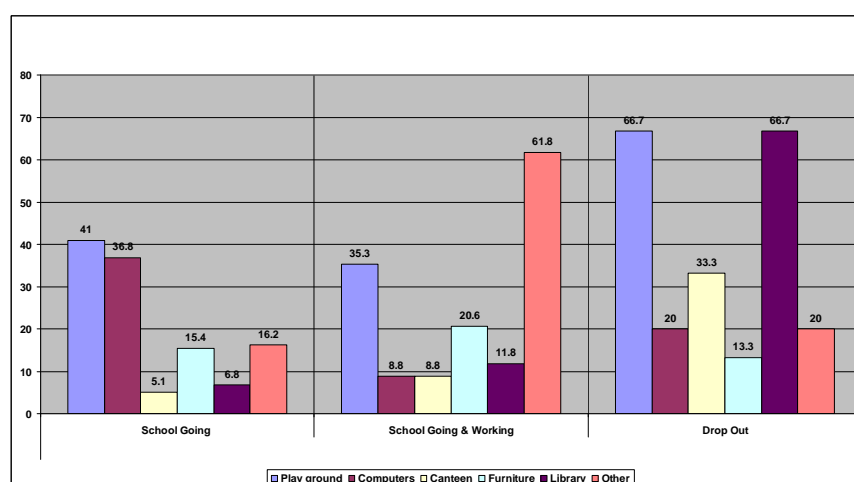
204. **Reasons for Disliking school Attendance:** The two major reasons for disliking school were “cannot afford” indicated by 66.7 percent and the school day is too long indicated by 33.3 percent. Major implication from the intervention is making the schooling more affordable and exploring the possibility of shorter school hours for working children. The school dropout also mentioned unattractive teaching methods as a reason for disliking school. This aspect also needs attention.

### Percentage Distribution of Children by Reasons for Disliking School



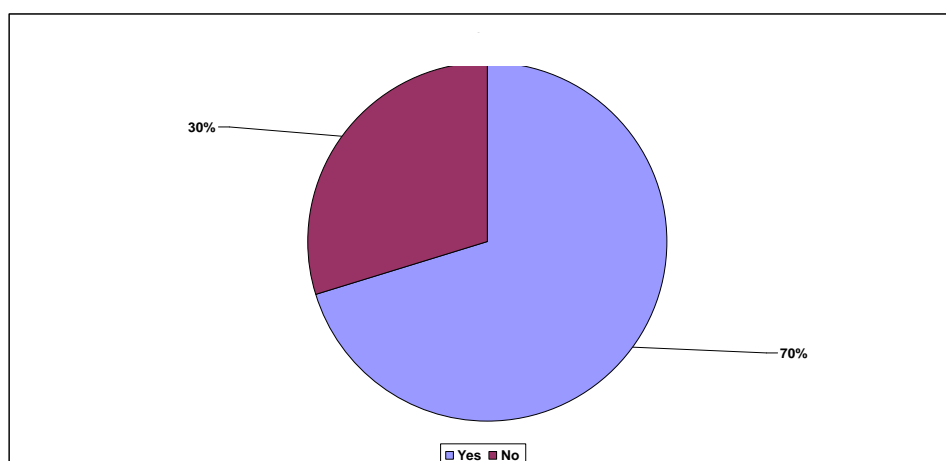
205. **Facilities School Lack:** Children's perceptions about the facilities school lack will be of interest to intervention strategists. Play ground, computers furniture and library were the frequently mentioned lacking facilities in schools by school going, school going and working and dropout children respectively with varying degree of emphasis. Prefer attention to be given to improve such facilities in schools to increase children's interest in education institution.

### Percentage Distribution of Children by their Perception of Facilities School Lacks



206. **Children's Liking for Their Work:** When asked if the working children liked their work, a clear majority of 70.4 percent ensured in affirmation. This finding appears paradoxical in light of the results of some previous questions in this report where the majority of 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.

### Percentage Distribution of Children by Liking their Work



207. **Happy with Their Childs Work:** when parents were asked if they were happy about their children's work, a majority (73.1 percent) said they were not.
208. **Future Professions of Working Children:** The question on what future professions would they desire to have, most (17.1%) children in the tannery industry said they would like to become businessmen. Other most desired future professions were doctors, (15.1 percent) industrial worker (8.6 percent), Government employee (5.9 percent) and armed forces (4.6 percent).

### Percentage Distribution of Children by Future Professions

	% age
Mechanical worker	3.9
Carpenter	0.7
Blacksmith worker	0.0
Industrial worker	7.2
Tailor	3.9
Agriculture worker	0.0
Mason	0.7
Businessman	17.1
Shop assistant	0.0
Doctor	17.1
Engineer	1.3
Teacher	1.3
Government Employee	5.9
Armed Forces	3.3
Other	33.6
Do not know	3.9

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209. **Parents' Preferences for Future Professions of Working Children:** Parents had different preferences for the future profession of their children with mechanical worker (15.4 percent), attracting the most frequent response followed by teacher (11.5 percent ) business man (7.7 percent ) carpenter, industrial worker (3.8 percent each). Interestingly in contrast to children 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 for Future Profession of Working Children

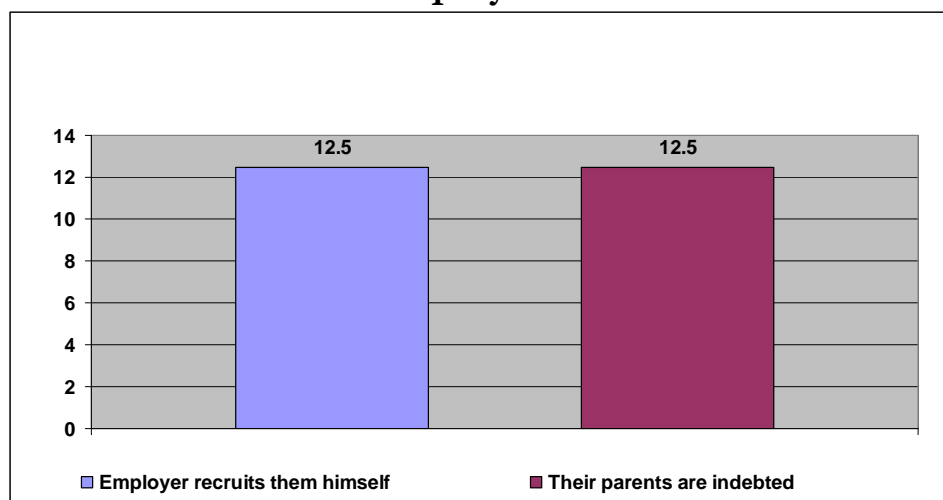
	Parents
Mechanical worker	15.4
Carpenter	3.8
Blacksmith worker	0.0
Industrial worker	3.8
Tailor	3.8
Agriculture worker	0.0
Mason	0.0
Businessman	7.7
Shop assistant	0.0
Doctor	0.0
Engineer	3.8
Teacher	11.5
Government Employee	0.0
Armed Forces	0.0
Other	50.0
Do not know	0.0

210. **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 work as 66.7 percent of the parents indicated this benefit. The next important reason apprenticeship / learning a trade (20.8 percent) and family vocation (8.3 percent).

## EMPLOYERS' VIEWS

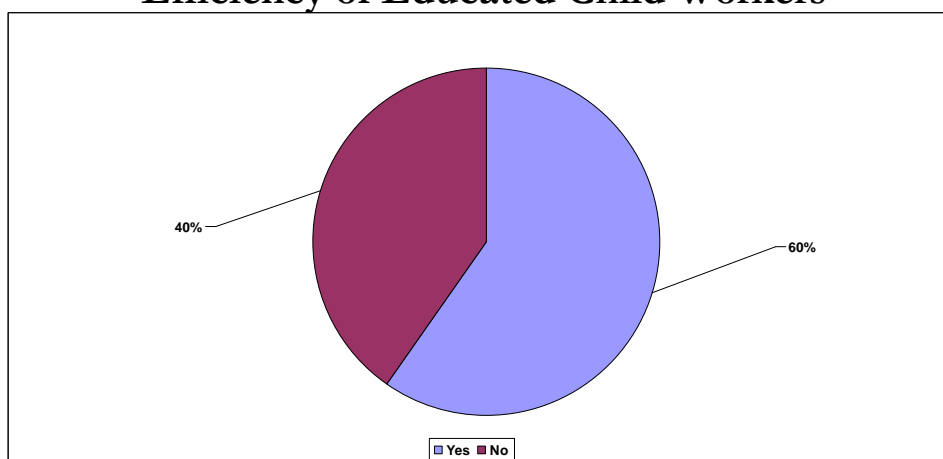
211. The following section presents findings from interviews with employers. The goal was to assess working children issues surrounding employers. More specifically, this module aimed at appraising the salient features of employers, such as modes of recruitment, the size of employer, their awareness of legal aspects of child labour, and their awareness of importance of formal and non-formal education.
212. **Mode of Employment:** The question to the employer on how did the children come to them yielded very significant findings from the tannery industry. Two-third i.e. 62.5 percent said that children come on their own, 12.5 percent said other child workers refer them, while another 12.5 percent said that their parents are under debt to him. The last finding had under currents for bonded child labor. The proportion is such it deserves intervention i.e. about one- eight.

## Percentage Distribution of Employers by Mode of Employment



213. **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 all practical reason. The average monthly income of the employers in the tannery industry is Rs. 4248.
214. **Knowledge of Legal Aspects of Employing Children:** In tannery industry 77.8 percent 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.
215. **Employers' Perception on Efficiency of Educated Child Workers:** Employers were asked whether they thought if an educated worker is more efficient. In tannery industry an overwhelming majority i.e. 90.3 percent employers thought educated worker were more efficient. This is an indirect of their receptiveness to the idea that both employers and children will be better off if children are educated or had a chance for more education.

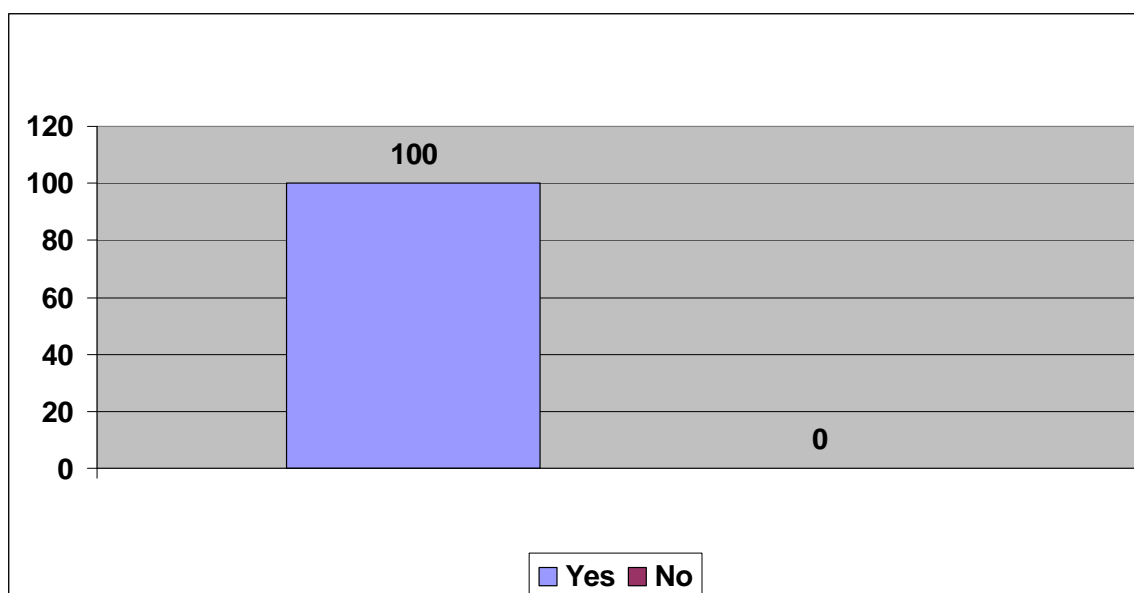
## Percentage Distribution of Employers by Perception on Efficiency of Educated Child Workers





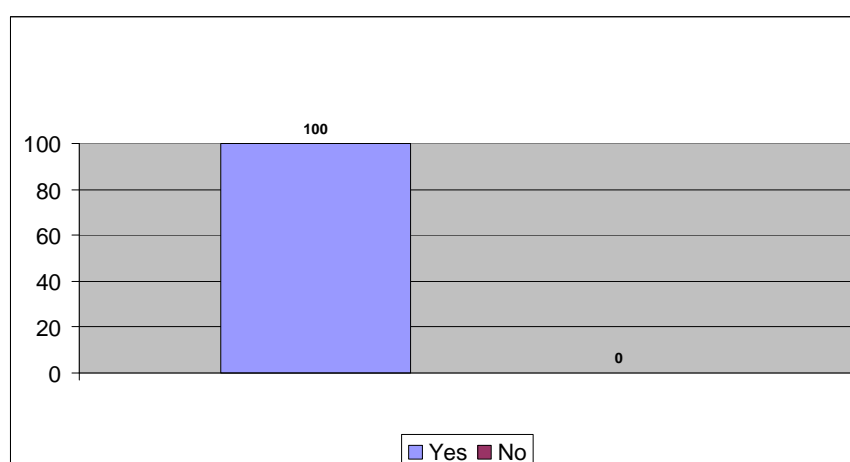
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216. A relatively direct question asked employers if non- formal schools should be opened in their area. Very encouraging responses came from employers, tannery industry. All the employers in tanneries opined that they were in favour of such development.

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



217. Employers when asked if they were in favour of employers' participation in the management of non-formal education (NFE) schools again all of them 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.

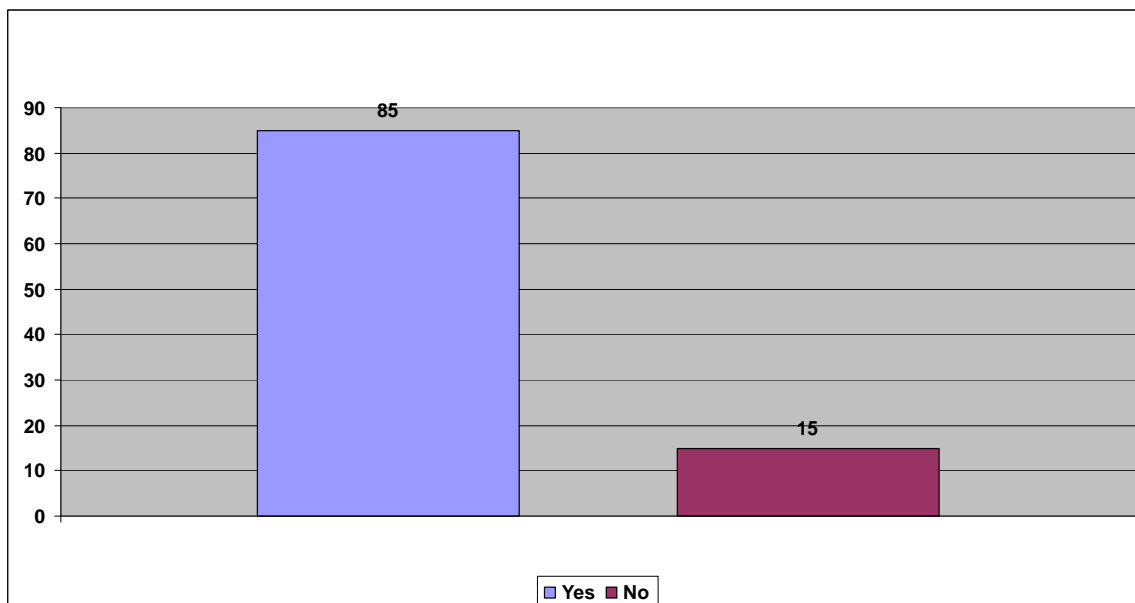
### Percentage Distribution of Employers by Perception to Participate in Management of NFE School



218. Even more encouraging is the fact that 85 % of employers said they will contribute financially to make the schooling effort more sustainable.

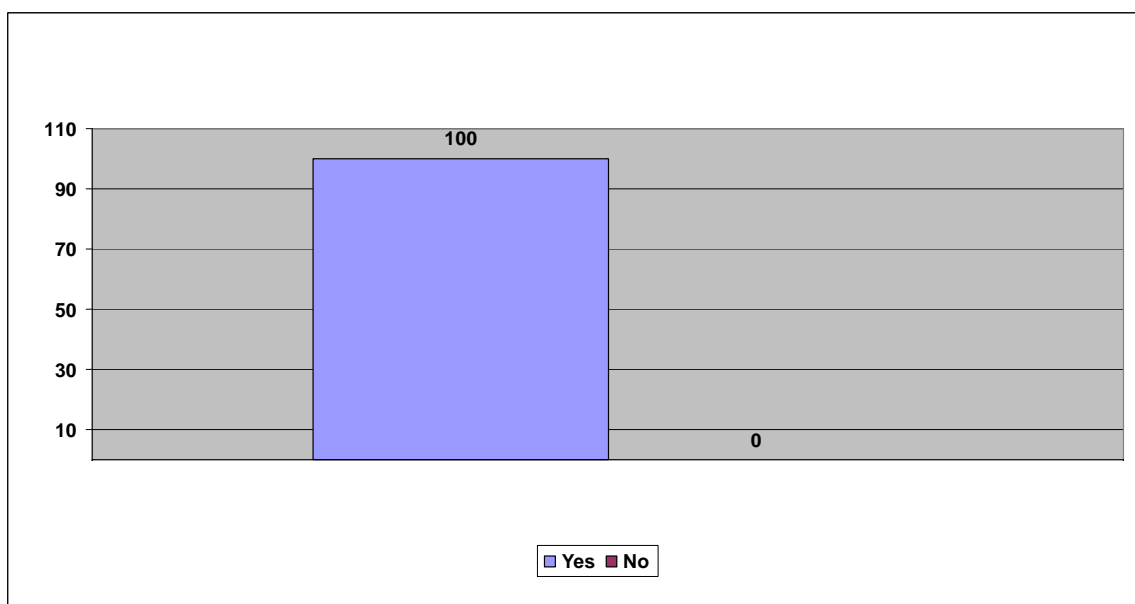
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### Percentage Distribution of Employers by Willingness to Financially Contribute to NFE School



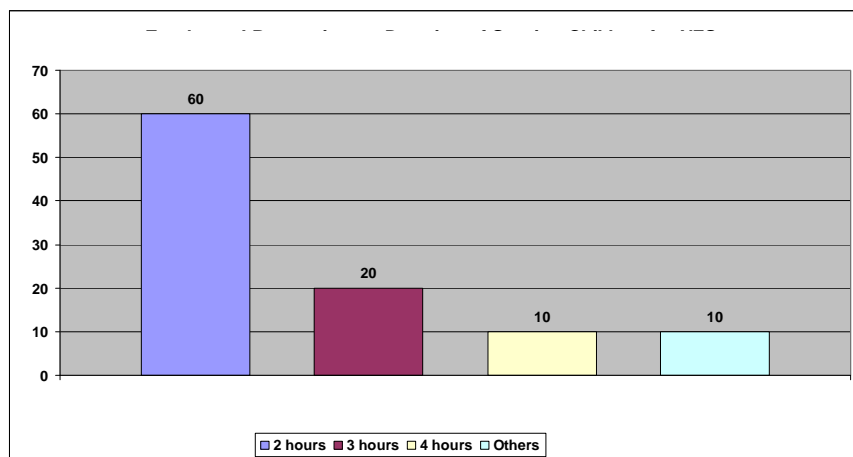
219. An overwhelming receptiveness to the idea of non-formal schooling is apparent from the fact that all employer willing to spare child workers for NFE.

### Percentage Distribution of Employers by Willingness to Spare Children for NFE School



220. 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 percent) 3 hours (20.0 percent), and 4 hours ( 10 .0 percent) to working children for attending NFE school.

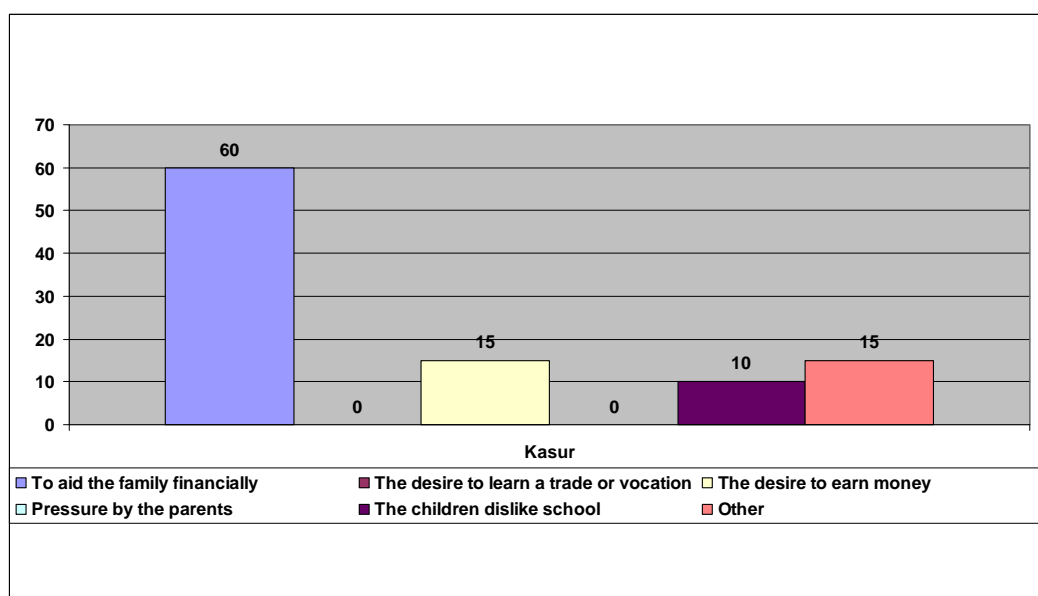
## Percentage Distribution of Employers by Perception on Duration of Sparing Children for NFE Schools



## TEACHERS' VIEWS

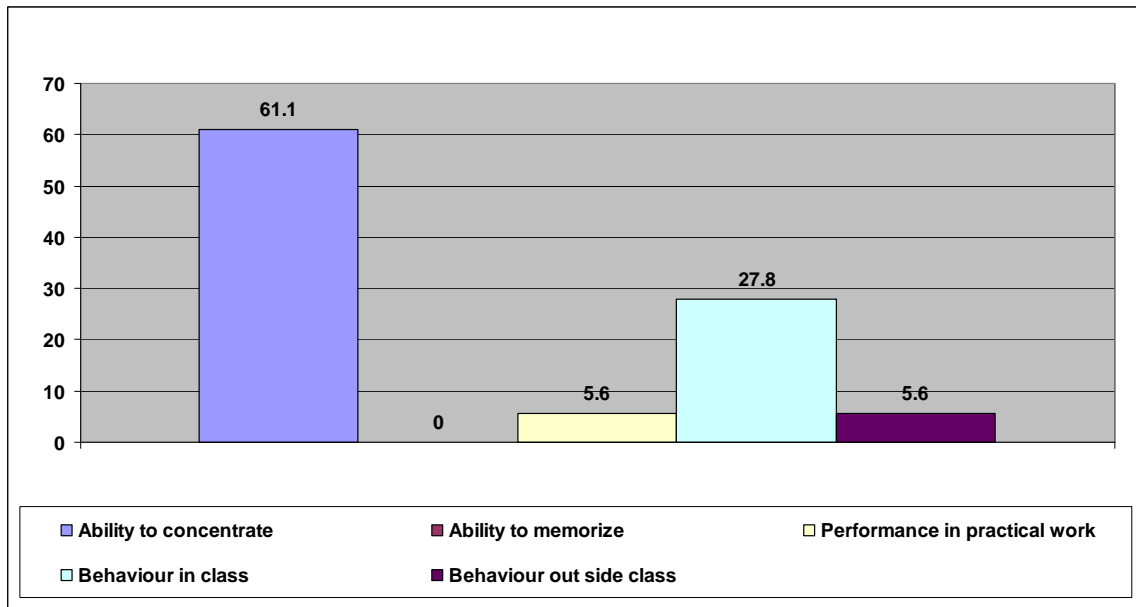
221. Teachers' views have direct relevance from policy's point of view. The following section provides a synthesis of teachers' responses on their opinions and perceptions about issues surrounding child labor and its potential to attract school children.
222. **Reasons for Children to Turn to Work:** Most teachers (60.0 percent) thought that financial contribution to aid their family was the most important reason for children to work, while 15.0 percent attributed it to their desire to earn money. This reinforces the similar response patterns by children and parents alike. Another 10.0 percent thought it was due to their disliking for school,

## Percentage Distribution of Children by Reasons for Children to Work



223. **The Manner in Which Children's Work Affect Them Adversely:** The child labour was thought to affect children's ability to concentrate as 61.1 % teachers shared this opinion. Another 27.8 percent teachers also thought that children's behaviors in class effected, while those who thought children's behavior outside class and performance in practical work was affected were 5.6 percent each.

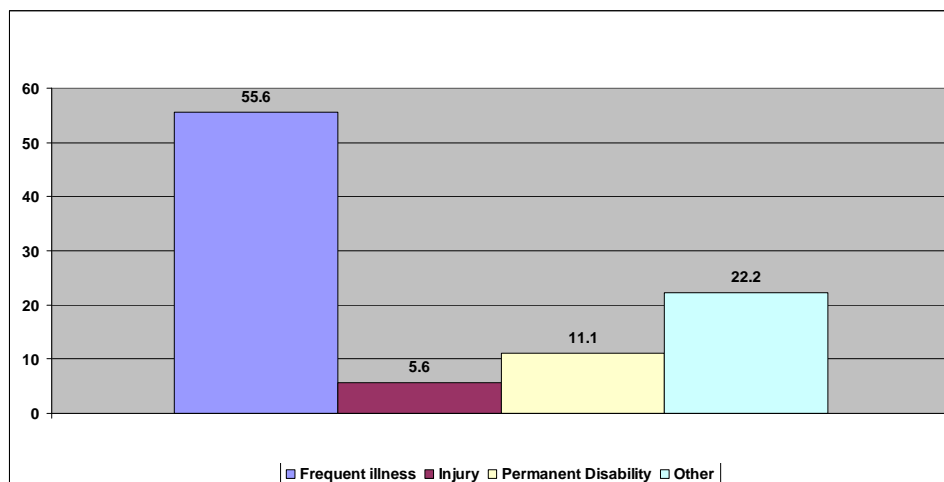
### Percentage Distribution of Teachers' Perception by The Manner in which Children's Work Effect Them Adversely



224. **The Kind of Support Given by the School to Working Children:** Schools provided financial or other support was the most frequent response 42.9 percent each , followed by teaching support (14.3 percent)
225. **Psychological Hazards of Work Facing Children:** Of those who thought work caused psychological problems for children 68.4 percent mentioned children feeling depressed while lack of confidence and shyness were reported by 15.8 percent and 5.3 percent respectively . The remaining 40% respondents mentioned severe problems such as depression.
226. **Physical Hazards Facing Working Children:** Of various kinds of possible physical hazards frequent illness was mentioned by 55.6 percent followed by permanent disability (11.1%) and injured (5.6 percent)

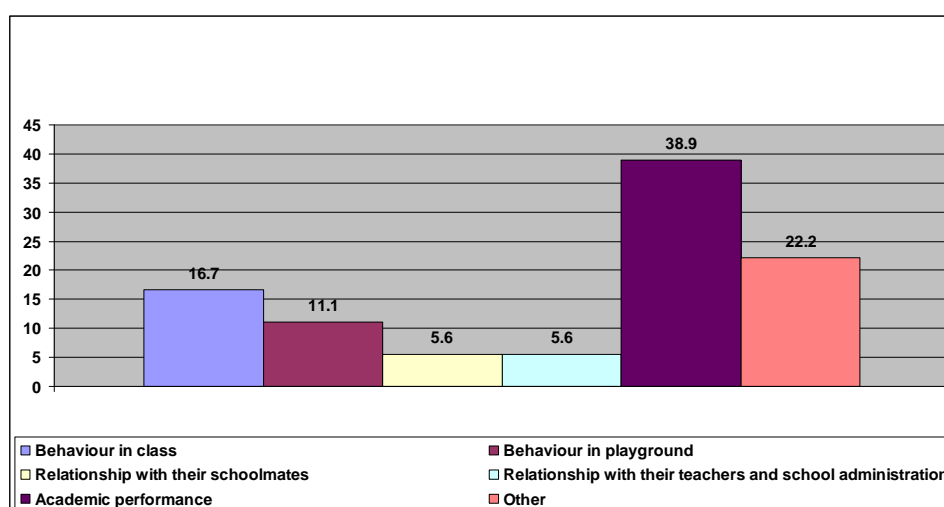
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## Percentage Distribution of Teachers' Perception by Physical Hazards Faced by Children



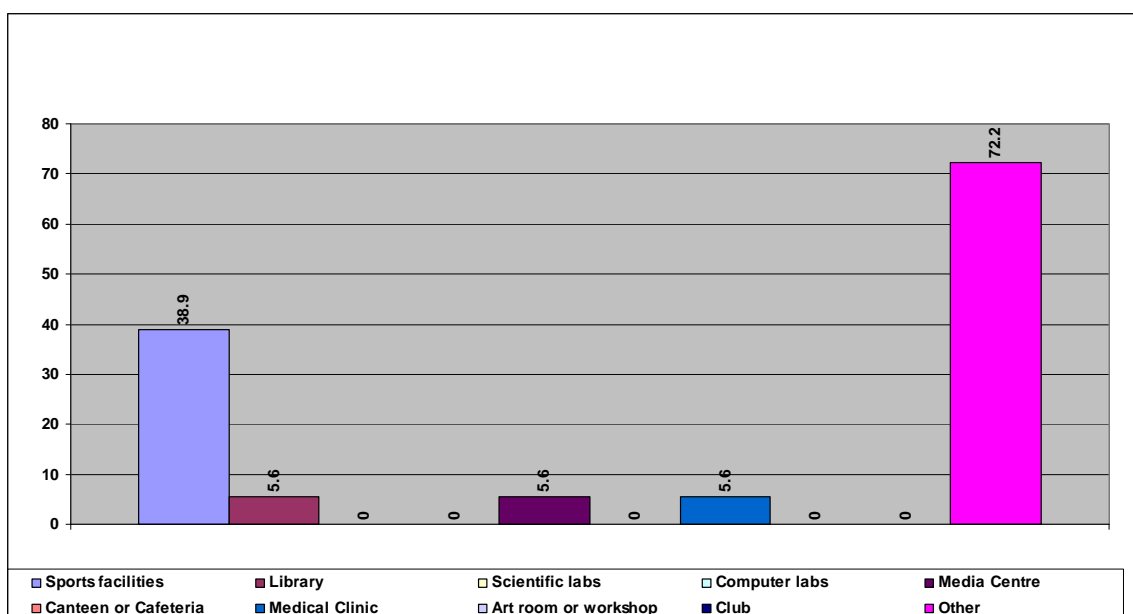
227. **Reasons for Children's Drop Out:** When asked what were the most common reason's children's drop-out, a striking proportion of 61.5 percent thought the principal reason was that teachers physically punish students while 23.1 percent and 15.4 percent thought that the teachers ignore students and teachers is not affectionate to students respectively.
228. **Behavioural Difference Between Working and Non-Working Students:** Regarding the perceived differences between students who work and those who just study (38.9 percent) thought academic performance differs, 16.7 percent thought they behave differently in class . 11.1 percent believe difference in behaviour in playground, while 5.6 percent each think adverse behaviour with school mates and teachers.

## Percentage Distribution of Teachers by Perception on Behavioural Differences between Working and Non-Working Children



229. **Facilities Lacking at School Which May Contribute to Children to Drop Out:** Like students, lack of sport facilities was mentioned the most commonly mentioned lacking facility followed by library.

### Percentage Distribution of Teachers by Perception about School Lacking Facilities Resulting Children to Dropout from School



230. **Extent of Labour Among Children in School:** In response to the question on how common was the child labour 20.0 percent school teachers thought there were “many cases” of child labour in school, while 35 percent said there were no known cases whereas the 45 percent thought there were only a few cases.
231. **Suggestions to Attract , and Retain Working Children, and Improve Their Performance:** Every school, free education for children and good teachers were the suggestion offered by 38.1 , 28.6 and 14.3 percent of teachers to attract, retain and improve the performance of working children in school.

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## V. FINDINGS FROM QUALITATIVE RESEARCH

### FOCUS GROUP - GENERAL

232. The views of working children, their parents, and owners, manufacturers and 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 facilitate members to express their views on selected topics and related issues.
233. 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.
234. In all, 4 Focus Groups were conducted in Kasur Tanneries.

#### Location & Types of FGs

Place	Parents and Children	Contractors, Owners and Workers	Working Children	Key informants	Total
Kasur	1	1	1	1	4

235. Two experienced Focus Group Moderators (a male and a female) were accompanied by Facilitator and the Reportteur. Average time for FG was 50-80 minutes.
236. 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.
237. The FGs were conducted as per the general and specific guidelines, containing specific objectives, lead questions and probes given on the following pages.

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## **Guide Lines 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/ questionnaire 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 with in the specified period



## SPECIFIC GUIDE LINES FOR FOCUS GROUP RESEARCH-PARENTS

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

## SPECIFIC GUIDELINES FOR FOCUS GROUP-CHILDREN

Specific Objectives	Lead Questions	Probes
<b>To find out:</b>  1. Socio-economic problems of the tanneries 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 tanneries.	<ul style="list-style-type: none"> <li>• Why did you start work in tanneries?</li> <li>• For how long have you been working in tanneries?</li> <li>• How many days do you work in a week?</li> <li>• How much time do you work in a day in tanneries?</li> <li>• Are you satisfied with your work?</li> <li>• Do you wear any protection while working?</li> <li>• Do you know of any dangers to your health due to work in tanneries?</li> <li>• If you are provided with the opportunity for education, would you like to join the school?</li> <li>• Have you thought of doing some other work?</li> <li>• Would you like your siblings to do this work?</li> </ul>	Related questions from interview schedules (A,B,BB)

## SPECIFIC GUIDELINES FOR FOCUS GROUP-OWNERS

Specific Objectives	Lead Questions	Probes
<p><b>To find out:</b></p> <ol style="list-style-type: none"> <li>1. Socio-economic problems relating to tanneries owners’.</li> <li>2. Tanneries owners’ level of awareness of child labour.</li> <li>3. Tanneries owners’ views about the wages of labour.</li> <li>4. Tanneries owners’ views about the health hazardous.</li> <li>5. Tanneries owners’ view about the work performance of the educated and uneducated child workers.</li> <li>6. Tanneries owners’ view about the opening of the non-formal schools in the specific area.</li> </ol>	<ul style="list-style-type: none"> <li>• What are the general issues and problems faced by the Tanneries owners’?</li> <li>• Do you find this industry profitable?</li> <li>• Are you aware that it is illegal to employ children below 18-years?</li> <li>• How do you pay the children?</li> <li>• How much do you pay your child workers?</li> <li>• What do you do when your child worker is injured?</li> <li>• Do you think that an educated worker will be more efficient?</li> <li>• Do you think that non-formal schools should be opened in your area?</li> <li>• Would you contribute financially to sustain the school?</li> <li>• Would you like to send your child workers for education in NFE schools?</li> </ul>	<p>Related questions from interview schedule (D)</p>

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## FINDINGS OF FOCUS GROUPS

238. The significant findings drawn from the synthesis of focus groups with parents, working children, community members and owners, manufacturers and contractors in Kasur are as follows.
239. The major reason for the child labour in the specific community according to the participants of the focus group who are children, parents and owners/ contractors. Large family size, few assets for their living, low socio- economic status, unemployed father, or other social problems. The main source of income of these families was also to work in tannery or small business, along with family members. Parent has no other option to make both end meet of need to send their children on work. According to parents the main reason for children to work was that their children work to support their family financially. Some said that their children were not bright in the study. Tannery is only industry which is available at Kasur; people have no other option but to join this business. Parent were not economically well of, most of them could not even afford the educational expenses to their children. According to the owners parents sent their children in tannery because parents wanted that their children learn a vocation or they are under debt to then or other ones.
240. People of the community are well aware about the child labour. Parents did not want that their children to leave the work. Since most of the families were poor the children did not have any alternative to support their family financially. Tannery business is a seasonal business; it is highest at extreme summer and winter, children exposed to extreme weather that as they work in open places. Some parents of the view that vocational training centers for women should be established. Child labour is not new for these children. They thought that it was an obligation to share the family financially.
241. Tannery is a hazardous industry, workers exposed to the polluted atmosphere in the form of toxic chemicals. They did not use any safety measures to protect themselves. Children mostly work in the liming, hair removing, fix leather on the steel sheet, which are more hazardous for them. Children suffer from fever respiratory problems, and skin diseases are more common in this industry. This work is totally related to chemicals and sun exposure. Children mostly related to tannery industry were illiterate; they knew the importance of study but have not had enough money to continue their study. Parents prefer their children to dropout their children from the schools.
242. Children most often said that they started work when they started tannery at quite a young age. They were not satisfied with the working conditions because working conditions made them sick. They have to work in open air which was very difficult. They also desired to be paid more. According to owner/manufacturers/contractors, this work is not dangerous and all the workers are healthy. According to the owners parents sent their children in tannery because parents wanted that their children learn a vocation or they are under debt to then or other ones. They have done their work in different shifts based on 12 hours per day so that working hours also become the common them to face the health hazards due to flagitious work.

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243. Almost all the participants aspired for education of their children and wished that education be provided free of cost. Except owners/ contractors were against education because of self perceived fear of future unemployment if children went to school, in their views there was no difference between educated and uneducated worker, but in spite of all, they were willing to support non-formal schools financially. Children mostly related to tannery industry were illiterate; they knew the importance of study but have not had enough money to continue their study. Parents prefer their children to dropout their children from the schools.

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## Profile of a Typical Child in Kasur Tanneries

244. Abbas is a 14 year old boy who is going to be 15 in few months. Interestingly, working in the tanneries is considered a man's profession, so all of his colleagues are males. Abbas comes from a large household, where he resides with both of his parents and 5 other siblings. He is the second child of his parents, born after his older brother.
245. Even though he works pretty hard and long hours of up to 8 hours a day, almost every single day of the week, the family's income is hardly enough to make both ends meet. The entire family makes slightly over Rs.5,709 per month, averaging Rs.741 per person in his household. This level of income places his family right below the poverty line of Rs.750 per capita, established in 2002-2003. Unlike 44% of other children who are primarily responsible for financially supporting the family, his father is primarily responsible for family's financial needs, like 73% other children in the community.
246. His own wages are pretty meager, averaging Rs.1095 per month, which constitutes roughly 19% of his family's entire monthly income. He does not feel good when he compares his income with the boy next door who is 16 years old and makes Rs.2239 per month, but he is way better off compared to his younger brother who is 7 years and makes only R.220 per month.
247. As is true about 88% other children in his industry, his mother is illiterate and so is his father, like 69% other children. Like 84% of other children in the industry, Abbas works full time and does not go to school because he needs to work in order to help his family financially. He is lucky that he can read unlike 47% of other boys but cannot write, like 53% other children 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. In addition, his parents thought it was better for him to learn a trade. Thanks God, Abbas is lucky to feel he gets enough to eat, unlike 9.2 percent boys working in tanneries who feel they do not get enough food.
248. Abbas got to join the industry because of his father, who was already working in a tannery. He has been working in the industry for close to 3 years. He started working in the industry when he was barely over 11 years of age. He likes the way things have evolved for him but would not recommend the job for his siblings in the same industry.
249. There are work hazards facing him, including rare penalties from the employer. He has to do various tasks such as drying, trimming, storing, and soaking, that involve the use of chemicals. Odours are another undesirable part of his work, regardless of the particular task he is performing. These work hazards make him vulnerable to sickness, particularly fever, skin disease and respiratory problems. Regardless of occasional injuries, he is not convinced about the need to use any protective gear and gadgets such as protective boots, hand gloves, face mask, or protective eyeglasses. There are many fear factors in his life, but he is afraid of his father and employer the

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most. Some of his friends are afraid of Police, instead. He also has to face light to medium abuse in job occasionally.

- 250.** 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, but likes to go to a park or a playground barring time. Some of his friends smoke at this early an age but he doesn't. Neither does he use drugs.
- 251.** Like 56% other boys at his work, Abbas had to drop out of school to start working. He regrets his failure to continue schooling. He will consider going back to school if one was affordable and if he could be spared for that time. In that case, he wishes to go for full time formal education but his employer thinks that vocational or technical education may be more suitable at his age. He remembers the main purpose for him of schooling used to be learning. He believes that the school he attended lacked some basic facilities such as play ground, computers, and canteen.
- 252.** He would like to become a businessman, or a doctor, but that might be wishful thinking on his part. His parents though, are realistic and believe that he and his siblings should become mechanical workers or teachers.

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## VI. CONCLUSION AND RECOMMENDATIONS

### Conclusion:

253. A sizeable incidence of child labour was evident in Baseline Survey (BLS) with estimated 700-750 Child workers in tanneries. Most children came from poor households and mostly had illiterate parents. The average monthly income per person ranged from Rs.778 in Kasur tanneries. 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 (64.3%) mentioned they were working to help family financially.
254. 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.
255. 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.

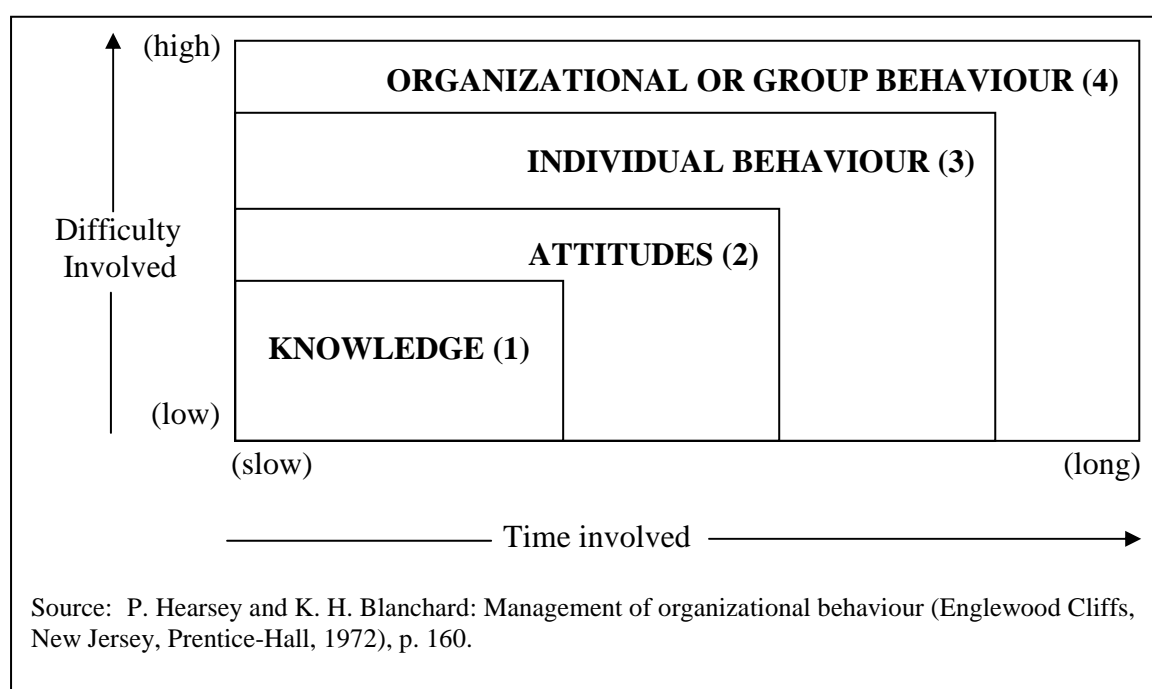
### Recommendations

256. 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.
257. 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.



258. 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 in the 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 POSITIVE ACTION STRATEGIES

259. The following general positive actions strategies are applicable to all industries:

### 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 the above two paragraphs) for gaining employers' confidence must be arranged for building support for struggle for elimination of

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child labour. The research revealed 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 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 at various levels with involvement of international and non-governmental agencies, and Federal, Provincial and District Governments.
- 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 does 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 and that in Kasur, non-formal education (NFE) schools and vocational institutes should be established for children. Apart from abridged traditional program of study, the training at NFE schools should, inter alia, 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 the school. This is in line with the finding 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.

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## **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 concurrently 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 tanneries.

## **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 reducing 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

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Assistance Framework (UNDAF), the other related Government Departments and other stakeholders.

- Arrange for a forum(s) for building consensus among various stake holders 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 (T.V., 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 labor. In addition, strategies should be made, including conducting 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 years 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**

8. In addition to the above actionable strategies commonly applicable to all four industries, some industry-specific recommendations are outlined in the following paragraphs.
  - Non-formal education (NFE) schools and vocational training centers should be developed at primary as well as beyond primary school level. To attract working children and dropouts back to school, one NFE school for every 40 children in the target population should be built as a first step.
  - Awareness seminars should be conducted particularly in Kasur, because employers in Kasur tanneries had a distinctly defensive attitude. In addition, work in tanneries comprises hazards such as severe odours and chemicals, regardless of the nature of their tasks. Till child labour is completely eliminated, an intervention aimed at raising levels of awareness among employers about the harms associated with exposure to chemicals is required. Other interventions aimed at phasing out child labour may not bring fruition till employers are sensitized to legal requirements as well as risks associated with child labour.

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# ANNEXES

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## KASUR TANNERIES 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	7.7	8.0	8.0	7.3
Average Household Income	5709	5725	5666	4547
<b>Father's Employment/ Occupational Status</b>				
• Working in the above mentioned industry	50.7			
• Cultivate/harvest agricultural products	2.2			
• Industry worker in some other industry	2.2			
• Make handicrafts	-			
• Newspaper selling	-			
• Run grocery shop	1.5			
• Flower selling	-			
• Laundry work	-			
• Repairs tools	1.5			
• Car wash	-			
• Shoe polishing	-			
• Transportation of goods	2.9			
• Household chores	-			
• Mason	1.5			
• Auto workshop	-			
• Old to work	2.2			
• None	8.8			

Table: 1 Cont...	Working Children	School Going	School Going & Working	Drop Out
Domestic Worker	0.7			
Not Applicable	-			
Government Employee	2.9			
Shopkeeper	4.4			
Carpenter	-			
Driver	1.5			
Laborer	2.9			
Other	14			
<b>Mother's Educational Level</b>				
• Illiterate	87.6	76.0	84.4	85.7
• No formal education, but can read and write	0.7	-	-	-
• Pre-School	-	-	-	-
• Primary School	6.9	13.0	12.5	14.3
• Middle School	2.1	4.0	-	-
• High School	0.7	2.0	-	-
• Higher Secondary School	0.7	3.0	-	-
• Higher Qualification	-	-	3.1	-
• Technical Education and Vocational Training	-	-	-	-
• Do not Know	1.4	1.0	-	-
• Invalid	-	-	-	-
• Skipped	-	1.0	-	-
<b>Father's Educational Level</b>				
• Illiterate	69.1	33.9	55.9	53.3
• No formal education, but can read and write	1.5	3.7	2.9	13.3
• Pre-School	-	0.9	-	-
• Primary School	13.2	25.7	23.5	20.0
• Middle School	7.4	6.4	5.9	13.3
• High School	5.1	15.5	8.8	-
• Higher Secondary School	1.5	9.2	-	-
• Higher Qualification	0.7	1.8	-	-
• Technical Education and Vocational Training	-	-	2.9	-
• Do Not Know	1.5	1.8	-	-
• Invalid	-	-	-	-

Table: 1 Cont...

	Working Children	School Going	School Going & Working	Drop Out
<b>Status of Child School Attendance</b>				
• Full time school and part time work	1.9			
• Part time school and full time work	11.8			
• Part time school & part time work	-			
• Not in school & full time work	84			
• Full time school & not working	-			
<b>Child's Rank Among Siblings</b>				
• 1 <sup>st</sup>	14.6	14.5	26.5	6.3
• 2 <sup>nd</sup>	20.5	17.1	14.7	18.8
• 3 <sup>rd</sup>	19.9	15.4	14.7	18.8
• 4 <sup>th</sup>	16.6	14.5	5.9	18.8
• 5 <sup>th</sup>	13.9	16.2	11.8	12.5
• 6 <sup>th</sup>	6.6	8.5	11.8	12.5
• 7 <sup>th</sup>	2.6	7.7	5.9	6.3
• 8 <sup>th</sup>	1.3	1.7	8.8	6.3
• 9 <sup>th</sup>	2.6	2.6	-	-
• 11 <sup>th</sup>	1.3	1.7	-	-
• 12 <sup>th</sup>	-	-	-	-
• 13 <sup>th</sup>	-	-	-	-
<b>Parent's Marital Status</b>				
• Parents living together	88.2	93.2	94.1	87.5
• Divorced, living separately	1.3	1.7	2.9	6.3
• Widow mother	7.9	2.6	-	6.3
• Widower, father	2.0	1.7	2.9	-
• Step mother	-	0.9	-	-
• Step father	-	-	-	-
• Both deceased	0.7	-	-	-
• Others	-	-	-	-
• invalid	-	-	-	-



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	12	15	27
8 – 9	7	9	16

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

	School Going Only	School Going and Working
To help the family financially/ poverty	75.7	51.5
Parents under debt	2.0	12.1
Pressured by the family	5.9	-
Because father is dead	2.0	-
Because father is addict	0.9	-
Because father is unemployed	-	-
To learn a trade/vocation	13.2	15.2
Low academic achievement	2.0	-
Low educational returns	-	-
Mistreated by teachers	-	-
Mistreated by peers	-	-
Friends are also working	2.0	3.0
To pay school fee	-	6.1
Family vocation	-	3.0
Other, specify	-	9.1

## 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	1.9	1.9	-
Part-Time School & Full-Time Work	11.8	11.8	-
Part-Time School & Part-Time Work	-	-	-
No School & Full Time Work	87	87	-

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

	<b>Total</b>	<b>Male</b>	<b>Female</b>
Can Read	53	53	-
Can Write	46.9	46.9	-

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

	<b>Total</b>	<b>Male</b>	<b>Female</b>
Attending Formal School	8.5	8.5	-
Attending Non-formal School	-	-	-
Not Attending School	86.1	86.1	-

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

	<b>Total</b>
Illiterate	51.6
Pre-School	2.8
Primary	32.9
Middle	7.7
High School	4.1
Above Matric	0.6
Technical/Vocational Training	-
To young to be in school	-
Invalid	-

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

<b>Reasons for Dropping Out</b>	<b>% Age</b>
Parents do not want child to stay in school	-
Parents don't have enough money/Poverty	28.6
To help the family financially	-
Child would like to learn a vocation	-
Low academic achievement of Child	71.4
Teachers treated the child badly	-
I/We feel education is pointless	-
School environment is uncomfortable	-
No guidance at school	-
Child want to be like my friends	-
Don't Know	-
Other	-

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

<b>Suggestions</b>	<b>% Age</b>
Evening School	18.8

Shorter Duration	12.5
Good Teachers	12.5
Free Education	43.8
Free Refreshments	-
Other	12.5
Do not know	12.5

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

Reasons	% Age
Reasons for Dropping Out	
Parents didn't want me to stay in school	25
Parents didn't have enough money/Poverty	18.8
Wants to help family financially	18.8
Like to learn a vocation	12.5
Low academic achievement	-
Teachers treated badly	-
Education was pointless	6.3
School environment was uncomfortable	-
No guidance at school	-
Wanted to be like friends	-
Other	6.3
Invalid	12.5

### C) Financial Attributes:

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

Persons	% Age
Father	73.0
Mother	5.3
The child, himself	44.1
Brother	51.3
Sister	2.6
Any other family member	2.0
Outsider	-
Other	-

Table: 11 Percentage Distributions of Children by Monthly Earned Income

Income Level	5 – 9	10 - 14	15 - 17
000 – 999	100.0	51.6	10.0
1000 – 1999	-	29.0	30.0
2000 – 2999	-	11.3	33.8
3000 and above	-	8.1	26.2

Table: 12 Summery statistics of Children by Monthly Earned Income

Income Level	5 – 9	10 - 14	15 – 17
Minimum	100	0	400
Maximum	500	4000	10000

Mean	220	1095	2239
Standard Deviation	160	870	1333

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

Percentage	5 – 9	10 - 14	15 - 17
0.0 – 25.0	100.0	51.6	22.5
25.1 – 50.0	-	25.8	38.7
50.1 – 75.0	-	4.8	26.3
75.1 - 100	-	17.7	12.5

## 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
Less than 6 months	20.0	15.6	15.7
1 year	60.0	20.3	14.5
2 years	20.0	34.4	20.5
3 years	-	9.4	14.5
4 years	-	6.2	7.2
5 years	-	7.8	2.4
6 years	-	4.7	7.2
7 years	-	1.6	10.8
8 years	-	-	1.2
9 years	-	-	3.6
10 years	-	-	-
11 years	-	-	2.4

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

Person	% Age
Parents	30.2
Relatives	9.2
Self	50.0
Friends	5.3
Other	5.3

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

Age in years	% Age
2	-
3	-
4	-
5	2.6
6	3.9
7	4.6
8	12.5

## Annex 1

9	7.9
10	10.5
11	8.6
12	15.1
13	10.5
14	7.9
15	8.6
16	5.3
17	2.0

Table: 16 Average Work Duration of Working Children per Day

Average Work Duration (in hours)	9.1
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Table: 17 Percentage Distributions of Children by No. of Work Days per Week

Days	Working Children	School going & Working
1	-	
2	-	2.9
3	-	2.9
4	3.3	8.8
5	5.3	17.6
6	67.8	35.3
7	23.7	32.4

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

Category	5 - 9	10 - 14	15 - 17
Mostly	20.0	6.3	10.8
Sometimes	80.0	48.4	32.5
Seldom	-	45.3	56.6

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

Type of Fear	% Age
Police	6.8
Contractor/Employer	10.1
Drug peddlers	-
Dogs	2.7
Big boys	-
Father	64.2
Mother	3.4
Brother	5.4
Other	7.4
Do not Know	-

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

Category	% Age
Mostly	16.9
Sometimes	71.4
Seldom	11.7

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

Category	% Age
Yes	21.9
No	78.1

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

Illness/Injury	% Age
Back pain due to heavy load	2.9
Respiratory problem	11.8
Fever	26.5
Skin disease	5.9
TB	—
Water borne disease	—
Fractures from heavy load	2.9
Headache	2.9
Cough	2.9
Stomach Pain	—
Cuts/wounds	29.4
Heat stroke	—
Tetanus	—
Burns	—
Other	14.7

Table: 23 Percentage Distributions of Children Consulted Medical Professional

Category	% Age
Yes	75.5
No	24.5

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

Reason	% Age
Lack of Money	63.6
No Health Outlet/Dispensary	-
Not Necessary to Consult	27.3
Other	9.1

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

Protection	% Age
Does not wear any protection	71.1
Boots/Shoes while working	5.3
Gloves	10.5
Head cover	6.6
Face mask on mouth & nose	3.9
Glasses	0.7
Other	2.0

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

Age in years	Working Children	School going & Working
2	0.7	2.9
3	0.7	5.9
4		-
5	1.3	2.06
6	5.3	8.8
7	4.6	8.8
8	14.5	14.7
9	9.9	11.8
10	9.9	5.9
11	8.5	17.6
12	15.8	2.9
13	7.2	-
14	7.9	-
15	5.9	-
16	5.3	-
17	2.0	-
Other	-	-
Invalid	0.7	-

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

Stop School	% Age
Yes	55.9
No	44.1

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

Person	% Age
Parents	32.5
Relatives	9.9
Self	49.7
Friends	4.0
Other	4.0

## e) Personal Behavior

Table: 29 Percentage Distributions of Children Who Get Enough Food

<b>Get Enough Food</b>	<b>% Age</b>
Yes	90.8
No	9.2

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

	<b>Yes</b>	<b>No</b>
Smoking	13.2	86.8
Drugs	6.0	94.0

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

<b>Period</b>	<b>% Age</b>
Less than 6 month	22.2
Less than 1 year	33.3
Less than 2 years	22.2
More than 2 years	22.2

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

<b>Place</b>	<b>% Age</b>
At home	40.8
Club (Snooker/Video games etc)	10.5
Mosque	-
Parks/Playgrounds	21.2
Street	23.0
Other	4.6

## f) Personal Information and Perception

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

	<b>5 – 9</b>	<b>10 - 14</b>	<b>15 - 17</b>
Yes	100.0	72.4	69.1
No	-	27.6	30.9

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

Yes	68.8
No	31.3



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

Formal (full time)	66.7
Formal (part time)	-
Vocational/Technical (full time)	22.2
Vocational/Technical (part time)	11.1
Formal & Vocational	-
Other	-

Table: 36 Percentage Distributions of Children by Abuse in Job

Yes	59.2
No	40.8

Table: 37 Percentage Distributions of Children by Intensity of Abuse in Job

Light	37.5
Medium	44.8
Heavy	17.7

Table: 38 Percentage Distributions of Children by Views on Environment Situation at Workplace

	<b>Good</b>	<b>Fair</b>	<b>Bad</b>
Cleanliness	30.9	49.3	19.7
Lighting	32.2	60.5	7.2
Ventilation	32.2	55.9	11.8

Table: 39 Percentage Distributions of Children by Views on Safety of Work Tools at Workplace

Safe	48.7
Unsafe	42.8
No Comments	8.6
Do not Know	-

Q. 40: Kind of task child is performing:

	5 – 9 years		10 – 14 years		15 – 17 years		Total	
	N	%	N	%	N	%	N	%
Raw Material Store	2	40.0	6	9.5	11	13.3	19	12.6
Soaking			6	9.5	4	4.8	10	6.6
Un-hairing & Re-liming			1	1.6	10	12.0	11	7.3
Trimming, Fleshing and Splitting			4	6.3	8	9.6	12	7.9
Deliming & Baiting			3	4.8	3	3.6	6	4.0
Chrome Tanning	1	20.0	2	3.2	4	4.8	7	4.6

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Pressing			4	6.3	9	10.8	13	8.6
Shaving					2	2.4	2	1.3
Drying, Trimming and Storing			15	23.8	10	12.0	25	16.6
Other	2	40.0	22	34.9	22	26.5	46	30.5
Total	5	100.0	63	100.0	83	100.0	151	100.0

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

Yes	32.5
No	67.5

### 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	87.2	88.2	68.8
All teachers treat badly	0.9	5.9	-
Some teachers treat well	10.3	-	18.8
Only one teacher treats well	-	2.9	-
Only one teacher treats badly	1.7	2.9	12.5
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	69.9	61.3	53.8
Education is important for future	27.4	19.4	30.8
Like my teachers	7.1	3.2	7.7
To be with friends	9.7	9.7	15.4
Don't have to work	0.9	-	-
Other, Specify	0.9	6.5	7.7

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

Reasons	School Going	School Going & Working	Drop Out
Cannot afford	66.7	-	-
Don't get along with my peers	-	-	-
Teaching methods are not attractive	-	-	25.0
Don't like the subjects	-	-	-

The school day is too long	33.3	-	25.0
School is unpleasant	-	-	-
Education is pointless	-	-	-
Don't do well in school	-	-	-
Prefer to work	-	-	25.0
No one helps in solving my problems	-	-	-
Can't do my schoolwork	-	-	-
Other (Specify)	-	100.0	25.0

Table: 45 Percentage Distribution of Children by Facilities School Lack

	School Going	School Going & Working	Drop Out
Play ground	41.0	35.3	66.7
Computers	36.8	8.8	20.0
Canteen	5.1	8.8	33.3
Furniture	15.4	20.6	13.3
Indoor sports facilities	2.6	-	-
Out door sports facilities	8.5	17.6	-
First aid post	5.1	-	-
Library	6.8	11.8	66.7
Transportation	2.6	-	-
An art room	6.0	-	13.3
A workshop	1.7	-	-
Latrine	0.9	-	6.7
Other	16.2	61.8	20.0
Do not know	-	-	-

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

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

Yes	70.4
No	29.6

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

Yes	26.9
No	73.1

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

Mechanical worker	3.9
Carpenter	1.3
Blacksmith worker	-

Industrial worker	8.6
Tailor	2.6
Agriculture worker	-
Mason	0.7
Businessman	17.1
Shop assistant	-
Doctor	15.1
Engineer	1.3
Teacher	0.7
Government Employee	5.9
Armed Forces	4.6
Other	34.2
Do not Know	3.9

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

Mechanical worker	15.4
Carpenter	3.8
Blacksmith worker	-
Industrial worker	3.8
Tailor	3.8
Agriculture worker	-
Mason	-
Businessman	7.7
Shop assistant	-
Doctor	-
Engineer	3.8
Teacher	11.5
Government Employee	-
Armed Forces	-
Other	50.0
Do not know	-

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

To help the family financially/ poverty	75.7
Parents under debt	2.0
Pressured by the family	5.9
Because father is dead	2.0
Because father is addict	0.7
Because father is unemployed	-
To learn a trade/vocation	13.2
Low academic achievement	2.0
Low educational returns	-
Mistreated by teachers	-
Mistreated by peers	-

## Annex 1

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Friends are also working	2.0
Other, specify	7.2

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

Financial aid	66.7
Apprenticeship/ learn a trade	20.8
Help in family vocation	8.3
Other	4.2

## REFERENCE TABLES

### EMPLOYERS' VIEWS

Table 49: Percentage Distribution on recruitments

I recruit them my self	12.5
Other child workers refer them	12.5
They come on their own	62.5
Their parents are indebted to me, so they have send their children to work for me	12.5
Other	12.5

Table 50: Average income per day

Average	4248
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Table 51: Percentage Distribution of Employers knowledge of legal aspects of employing children

Yes	77.8
No	22.2

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

Yes	90.5
No	9.5

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

Yes	100.0
No	-

Table 54: Percentage Distribution of Employers in favour of participation in Management of NFE schools

Yes	100.0
No	-

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

Yes	85.0
No	15.0

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

Yes	100.0
No	-

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

2 hours	60.0
3 hours	20.0
4 hours	10.0
Others	10.0

## REFERENCE TABLES

### TEACHERS' VIEWS

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

To aid the family financially	60.0
The desire to learn a trade or vocation	-
The desire to earn money	15.0
Pressure by the parents	-
The children dislike school	10.0
Other	15.0

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

Ability to concentrate	61.1
Ability to memorize	-
Performance in practical work	5.6
Behaviour in class	27.8
Behaviour out side class	5.6
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	14.3
Psychological/emotional support	-
Financial support	42.9
Food	-
Other	42.9

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

Lack of confidence	15.8
Shyness	5.3
Feel depressed	68.4
Other	-

Table 62: Percentage Distribution of Teachers as Physical hazards

Frequent illness	55.6
Injury	5.6
Permanent Disability	11.1
Other	22.2

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

Teacher physically punishes students	61.5
Teacher verbally punishes students	-



Teacher ignores students	23.1
Teacher is not affectionate to students	15.4
Other	-

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

Behaviour in class	16.7
Behaviour in playground	11.1
Relationship with their schoolmates	5.6
Relationship with their teachers and school administration	5.6
Academic performance	38.9
Other	22.2

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	38.9
Library	5.6
Scientific labs	-
Computer labs	-
Media Centre	5.6
Canteen or Cafeteria	-
Medical Clinic	5.6
Art room or workshop	-
Club	-
Other	72.2

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

No known cases	35.0
A few cases	45.0
Many cases	20.0

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

Evening schools	38.1
Short duration	4.8
Good teachers	14.3
Free education	28.6
Free refreshment	-
Other	14.3

**Descriptive Statistics**

	<b>Mean</b>	<b>Std. Deviation</b>	<b>N</b>
<b>Family Size</b>	7.76	1.86	152
<b>Total monthly family/ household income.</b>	5734.37	3657.21	142
<b>Age (in completed years)</b>	14.51	2.34	152
<b>Work Duration</b>	9.14	2.4	152
<b>For how long have you been working in tanneries?</b>	3.74	2.4	152
<b>How much do you earn monthly?</b>	1684.32	1290.51	146
<b>Age of child when start working in tanneries?</b>	11.25	3.44	152

## Correlation Matrix

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration in tanneries?	Child's monthly income.	Age of the child, when start working in tanneries.
Family Size	Pearson Correlation	1	0.132	-0.09	0.08	0.125	-0.012	-0.146	-0.02
	Sig. (2-tailed)	.	0.116	0.271	0.341	0.124	0.888	0.079	0.802
	N	152	142	152	143	152	152	146	152
Total monthly family/ household income?	Pearson Correlation	0.132	1	0.14	0.097	0.075	.171(*)	.348(**)	-0.027
	Sig. (2-tailed)	0.116	.	0.096	0.266	0.377	0.041	0	0.752
	N	142	142	142	133	142	142	138	142
Age (in completed years)	Pearson Correlation	-0.09	0.14	1	0.072	-0.045	.267(**)	.508(**)	.446(**)
	Sig. (2-tailed)	0.271	0.096	.	0.393	0.585	0.001	0	0
	N	152	142	152	143	152	152	146	152
Child's educational level	Pearson Correlation	0.08	0.097	0.072	1	-0.063	-.342(**)	0.109	.263(**)
	Sig. (2-tailed)	0.341	0.266	0.393	.	0.458	0	0.202	0.001
	N	143	133	143	143	143	143	138	143
Work Duration	Pearson Correlation	0.125	0.075	-0.045	-0.063	1	0.118	-0.01	-0.072
	Sig. (2-tailed)	0.124	0.377	0.585	0.458	.	0.149	0.903	0.378
	N	152	142	152	143	152	152	146	152
Work duration in tanneries?	Pearson Correlation	-0.012	.171(*)	.267(**)	-.342(**)	0.118	1	.226(**)	-.485(**)
	Sig. (2-tailed)	0.888	0.041	0.001	0	0.149	.	0.006	0
	N	152	142	152	143	152	152	146	152
Child's monthly income.	Pearson Correlation	-0.146	.348(**)	.508(**)	0.109	-0.01	.226(**)	1	0.12
	Sig. (2-tailed)	0.079	0	0	0.202	0.903	0.006	.	0.149
	N	146	138	146	138	146	146	146	146
Age of the child, when start working in Tanneries.	Pearson Correlation	-0.02	-0.027	.446(**)	.263(**)	-0.072	-.485(**)	0.12	1
	Sig. (2-tailed)	0.802	0.752	0	0.001	0.378	0	0.149	.
	N	152	142	152	143	152	152	146	152

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

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

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