

# **BASELINE SURVEY REPORT ON CHILD LABOUR IN SURGICAL INSTRUMENTS MANUFACTURING INDUSTRY SIALKOT**

**SUBMITTED  
TO**



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

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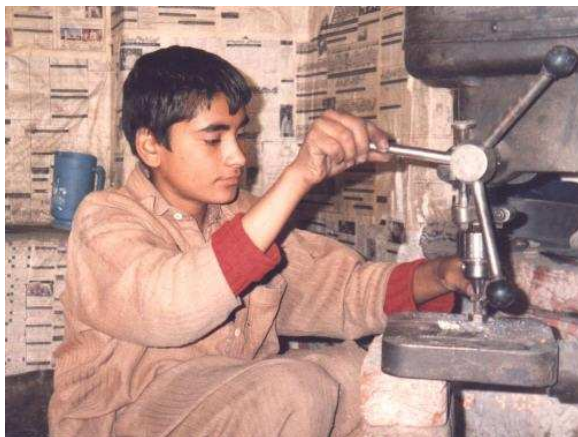
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## PHOTOGRAPHIC COVERAGE OF BASELINE SURVEY







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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.

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## ABBREVIATIONS & ACRONYMS

<b>AKIDA</b>	Al-Khalil Institutional Development Associates
<b>BLS</b>	Base Line 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>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 senior consultants by the trained AKIDA's full time staff & researchers' 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 Baseline Survey (BLS) in Sialkot is a part of the preparatory phase of Pakistan's Time-Bound Program [TBP] for elimination of worst form of child labour, conducted primarily to generate relevant information for effective elimination of child labour in the surgical instrument manufacturing industry. Three other BLSs were also conducted, namely, coal mines in Chirat (Noshera) and Chakwal, tanneries in Kasur, 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 surgical instruments manufacturing industry. The Number of children working in the surgical instrument manufacturing is estimated to be around 5,133. Estimated number of children by age and gender in Sialkot is:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	208	2566	2359	5133	100
Girls	-	-	-	-	-
Total	208	2566	2359	5133	100

#### Demographic and Economic Characteristics of the Household

- The average household size for the all working children covered in this study was 7.8 members.
- The average monthly household income was Rs.5,685. Considering an average household size of 7.3, the average monthly income per person in the households of working children figures out to be Rs.778. This level of income puts these families slightly below the poverty line i.e. Rs. 750 per capita in 2002-03.
- Nearly 51% of the children mentioned their father actually worked in the surgical instruments manufacturing industry. There were 6.4% whose fathers were industrial worker in some other industry.
- Mother's level of education was characterized by high illiteracy rate of 67.8% for mothers of working children, 55% for those of dropouts, 32.6% for those of the school going children and 50% for those of children who were working as well as studying (50%).

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- Overall level of education for the fathers was relatively higher as their illiteracy rate was relatively lower (51.6%) than that for their mothers.
  - Of all working children, 88.7% were not school going and were working full time. Literally no child was doing full time school and part time work. The proportion of children who were working full time with part time school was 11%. A majority (90%) of children in our sample had both parents living together. Only about 6% had a widow mother. Across thirteen most likely reasons for children to be working, a strikingly high proportion of children (64.3%) mentioned the poverty to be the main reason. A considerable proportion (18.8%) said they were working because they wanted to learn a trade.

## **Educational Achievements and Activities**

- Approximately 89% working children worked full time. A considerably smaller proportion of workers did part time school and full time work (11%).
- Over 54% children could read, and 45.5% said they could write.
- The children working in the Sialkot surgical instruments manufacturing industry had relatively higher levels of education compared with children from other industries. Of all the working children, 54.5% had a primary education. Over 23% had middle school or higher education.
- All the dropouts selected the single reason for actually dropping out of school; "wanted to help family financially".
- A majority of school dropouts (72.2%) suggested that evening schools be opened in order for attracting, retaining, and improving the performance of working children in school.
- Poverty was the underlying reason for most drop outs, as 29.2% mentioned that they dropped out because their parents did not have enough money, 20.8% said that they wanted to help the family financially, and 16.7 said they work because they would like to learn a vocation.

## **Financial Aspects**

- In 73.0% of the cases father supported the family. Children supported the family themselves in 26.4% of the cases whereas mothers supported in 6.3% of cases.
- Working children mostly earned very low wages. There was a major discrepancy in income by age group. Children 10-14 received an average monthly income of Rs.780, which was even lower than the younger age group, i.e., 5-9 years old (Rs.831). These are way lower than monthly income of children 15-17 years of age (Rs.1733).

## **Working Conditions and Health Hazards**

- The average duration of work in this industry is 1 year. Only 27.5% of children had worked for three years or longer in the industry.
  - Parents in most cases are the ones who put the child to work. Of all working children, roughly 52% mentioned that their parents put them to work. Another 21.3% mentioned it was their own decision to start working.
  - The modal age for starting work among the sampled children was 12 years. Over 28% started working at the age of 10 years or under.
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- The average duration of work per day for the children in surgical instruments manufacturing industry was 9 hours. However, there is a strong chance that these reported hours include the break times and travel time if any.
  - Most children work full time, six days a week (97.5%).
  - A small proportion (6%) mentioned they "mostly" get penalized by their employer.
  - When asked, who were they afraid of, most of children (37.3%) were afraid of their employer or the contractor. A substantial proportion of children expressed fears from police (9.5%), and a variety of "other" (51.3%) fear factors.
  - Nearly 72% children mentioned they have had sickness or injury "some times" due to work. There were 19% who mentioned "mostly" being injured or sick. A smaller group (9%) said they "seldom" had work-related sickness or injury.
  - The most frequent of all types of injury and sickness category children were suffering at the time of the survey was "cuts and wounds" for 35.5% of the children, followed by skin disease for 7.1%.
  - Roughly 88% children mentioned they did not wear any protection. A small proportion (9.8%) wore glasses, and 1% wore face mask on mouth and nose.
  - The modal age for starting work the first time by the sampled children was 12 years. Over 34 % started working at the age of 10 years or under. The modal age for those children who were studying as well as working was also 12 years.
  - There were 61.8% such children in our sample who had to leave school in order to join the labour force.

## **Personal Behavior**

- About 5% children reported that they did not get enough food. That compared at 4.2% for children working in coal mines, 14.2% working in glass bangles industry, and 9.2% working in tanneries.
- Nearly 4% children reported they smoked cigarettes.
- Exactly 46% of the working children spent time at home. A considerable proportion (36%) spent their free time in parks and play grounds. Only 0.3% spent their free time at the mosque.

## **Personal Information and Perception**

- A majority (56.7%) of children said they will go to school if one was arranged for them. Regarding the type of education they would like to get, over 47% mentioned they would prefer full time formal education, another 35.3% percent showed preference for formal part-time education. About 28% wanted to get vocational or technical training.
  - The most preferred future profession turned out to be becoming a businessman (21%). Other frequent preferences were for becoming a mechanical worker (14.3%), industrial worker (7.3%), and a doctor (2.8%).
  - Abuse in job was reported by 44.3% workers in this industry. Of the four industries covered in this study, the highest abuse rate was reported in tanneries (59.2%) followed by the surgical instrument manufacturing.
  - The intensity of abuse was mentioned to be "medium" by about 44.9%, whereas 5.6% mentioned "heavy" abuse.
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- Cleanliness, lighting, and ventilation were reported to be poor or bad by 7.8%, 5.5%, and 7.0% of the working children respectively.
  - Over 42.8% thought the work tools used at their workplace were unsafe, while 11.8% did not want to comment on this issue.
  - In the Sialkot surgical industries, some processes were relatively less hazardous than others. Packing is the safest. Only 1% of the children were involved in this process. Grinding is one of the most hazardous tasks, involving 28.8% of all children.
  - Nearly 84% said they would not recommend the job in the same industry to their siblings.

## **Perceptions of Children about School and Work**

- Most school going children (85.1%) thought all school teachers treated children well. In contrast, 100% of the non-school going children thought all school teachers treat children well. The lowest number of school drop outs (67.4%) shared this positive picture about teachers' treatment.
- The highest proportion of the school dropouts (88.9%) thought that learning process was the most compelling reason to go to school. Interestingly, those who were attending school as well as working, a considerably lower fraction (50%) selected this category.
- Regarding the reason for disliking school attendance, 50% of school dropouts mentioned "cannot afford" as the primary reason. In contrast, 25% of school going children selected this category, with an equal proportion said "teaching methods are not attractive", "the school day is too long", and "don't do well in school" (25% each) were the main reasons.
- Regarding children's perceptions about the facilities school lacked, most school going children selected lack of computers (34.7%), followed by 33% school drop outs who selected this category. Nearly 29% school dropouts thought schools lacked outdoor sport facilities.
- A clear majority of 84% working children said they liked the work.
- When parents were asked if they were happy about their children's work, a majority (65.9%) said they were not.
- To the question on what future professions would they desire to have, most (41.3%) children in the surgical instruments manufacturing industry said they would like to become mechanical workers. Other most desired future professions were businessmen (21%), and industrial workers (7.3%).
- Parents had comparatively different preferences for the future profession of their children with mechanical worker (56.8%) attracting the most frequent response followed by armed forces (34.1%), and industrial workers (4.5%).
- The most important benefit to parents from child's work was the financial contribution made by the child through his or her work (65.9%) followed by "learn a trade" or apprenticeship (25%), followed by the category "to help with family vocation".

## **Employers' Views**

- Roughly 60% employers who said they come on their own, in response to the question how were children hired. A large proportion of employers (26.3%) admitted

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that working children's parents were indebted to them and that is why children worked for them. These findings have under currents of bonded child labor.

- The average daily income of an employer in the surgical instruments manufacturing industry is Rs.249 per day.
- Majority of employers (90%) acknowledged having knowledge about legal aspects of child labour.
- Roughly 84% of employers thought educated worker were more efficient.
- Over 97% employers in surgical instruments manufacturing industry showed that they were in favor of opening non-formal school in the area.
- Around 81% favoured participation of employers in the management of non-formal education (NFE) schools.
- Nearly 88% of employers said they would contribute financially to make the schooling effort more sustainable.
- Over 84% said they would be willing to spare child workers for NFE
- While employers agreed to the idea of non-formal schooling, a majority of them are in favour of a permission for 2 hours (60.5%), or 3 hours (31.3%) participation in NFE.

## Teachers' Views

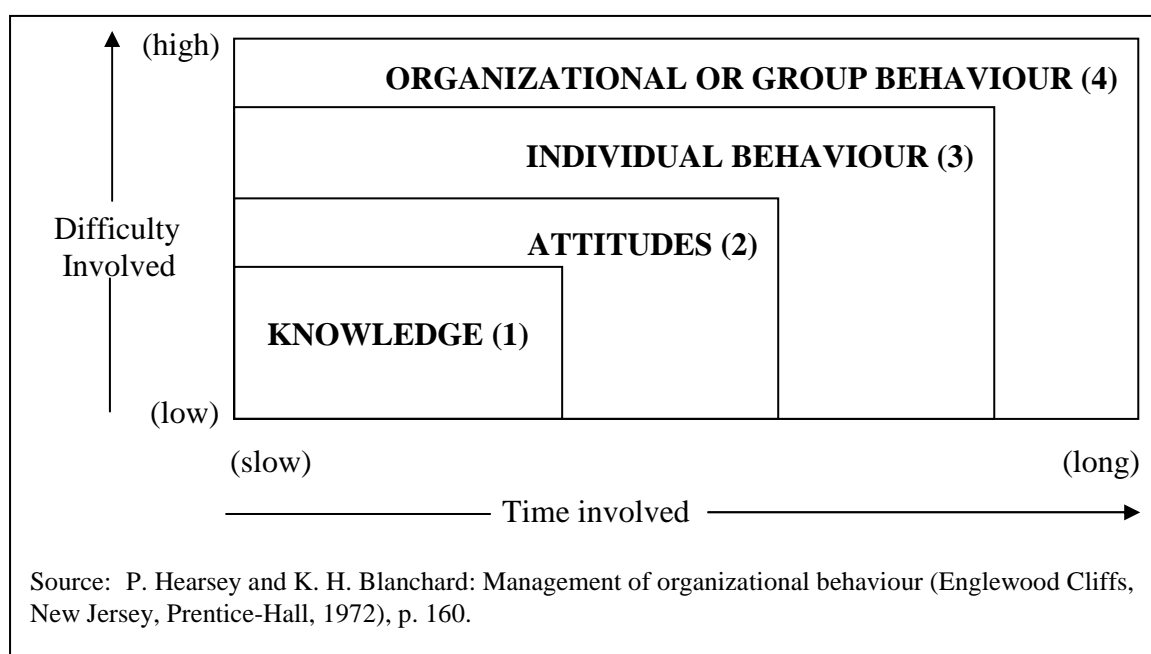
- Most teachers (64%) thought that financial contribution to aid their family was the most important reason for children to work while another 16% percent thought it was in response to a desire to learn a trade.
- The child labour was thought to effect children's ability to concentrate (52%), and to memorize (20%).
- Schools provided financial support was the most frequent response (38.9.0%). The next most frequently provided support (22.2%) was psychological and emotional support.
- Majority of teachers (55%) mentioned that child labour causes depression.
- Of various kinds of possible physical hazards, injury (41.7%) and frequent illness (33.3%) were most frequently mentioned by the teachers. Permanent disability was perceived to be a threat by a striking fraction of nearly 21%.
- Regarding the most common reasons for children's drop-outs, a striking considerably large percentage (68.2%) thought the principal reason was that teachers physically punish students. Another 18.2% thought that the primary reason was that teachers ignored students.
- Regarding the perceived differences between students who work and those who just study, 44% thought they behaved differently in class, and 32% thought there were differences in academic performances.
- Teachers picked the three most common facilities at equal frequency (25%), namely availability of computer labs, sports facilities, and libraries. Scientific labs were mentioned by 21% of the teachers.
- In response to the question on how common was the child labour in school, 12.5% thought there were “many cases” of child labour in school. Exactly 50% said there were “a few cases”.
- Free education for children was thought to be an important strategy by exactly 68% of the teacher, if schools were to attract and retain more children or to improve their

performance. Good teachers (40%) and evening schools (36%) were next most frequent responses.

## Recommendations

4. In order to eliminate child labour, 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 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

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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 reveals that employers target child labourers because they perceive children to be a cheap source of labour, as well as more malleable workers. This implies urgency in sensitizing employers about need to eliminate child labour.
- Carefully designed educational and informative conferences and/or seminars to be arranged to restore the self esteem and dignity of labour.
- Labour Department working with industry should work with a missionary zeal in order to accomplish an eventual elimination of labour in a reasonable time frame. They should maintain and improve the dignity of the Department by setting and accomplishing reasonable short term and long term goals.

### **Poverty Alleviation**

- Various steps aimed at family's alternative income generation and poverty alleviation should be seriously addressed 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, 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 school. This is in line with

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the findings of this study that an overwhelming majority of school-going children showed an inclination to go to school, if one was arranged for them.

- Issues concerning child labour, including information about the hazardous nature of child labor, and gender biases should be incorporated into the educational curriculum of formal and non-formal schools for both males and females students.

## **Occupational Health Hazards and Safety Measures**

- Till child labour is totally eliminated, the culture of occupational safety is to be promoted by raising awareness through advocacy seminars. Those awareness-raising advocacy seminars should be arranged at worksite and/or at community level, and should also be used for educating children about ill-effects of child labour, and raising awareness about the value of education and other positive alternatives. The Occupational Health and Safety (OHS) study recently undertaken by ILO which yields detailed insights on the issue.
- In addition to seminars, workshops and group meetings must also be arranged on a sustainable basis, to promote norms for adopting preventive health measures through use of gears and gadgets, such as face mask, protective eye glasses, special boots/shoes, gloves, and head cover etc.
- Ongoing awareness seminars built upon adult learning methodologies must be arranged at worksite for employers, to educate them about ways of alleviating work hazards.

## **Improved Legislative Measures**

- ILO Convention 182 requires changes in legal definition of age for child labour to be raised to 18 years, instead of 14 years. However, in doing so, the implementation should be time bounded carefully, so that the labour market is not disturbed due to abrupt changes. Steps ought to be taken to develop relevant legislative measures based on regulatory and punitive measures, to effectively prevent employment of children in all industries for different age groups: age 5-9 years, 10-14 years and 15<18 years.
- 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 surgical instruments manufacturing.

## **Partnerships and Capacity Building**

- ILO should consider building essential alliances with reputed NGOs and consultation agencies working in the child labour issues to use them as catalyst-facilitators, trainers and monitors in working toward the common goal of reducing child labour and its ill effects.



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- In order to rectify the problems facing child labourers, cross-agency partnerships should be prompted till the operations are fully streamlined and self sustained. These partnerships are to be supported by ILO and jointly planned and monitored by ILO and Government Agencies, in association with relevant international agencies such as UNICEF, and United Nations Department for Assistance Framework (UNDAF), the other related Government Departments and other stakeholders.
  - ILO should organize forum(s) for building consensus among various 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 labour. In addition, strategies should be made, including conducting conferences, meetings, workshops and conferences in order to motivate electronic media and to gain its confidence, later to be used to promote awareness and provide general education.

### **Ongoing Monitoring of Intervention**

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

### **SPECIFIC STRATEGIES**

- NFE schools and vocational institutes should be established for providing non-formal education to children. The intervention models for the Sialkot's working children already exist in the soccer-ball industry. These best practices should be adopted for the kids in surgical instruments industry. In accordance with the target population of children, one NFE school for every 40 children in the target population may be established as a first step. Children, 14 and over will be the most difficult to disengage from labour, particularly because children in this industry showed more loyalty to the industry than children in other industries

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- Considering frequently reported cuts and wounds, educational seminars in Sialkot should place a special emphasis on ways of avoiding injury from sharp tools used and manufactured in the industry. The use of protective gears and gadgets must also be promoted in these seminars. OHS study, currently being undertaken, yields detailed recommendations on this aspect.

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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 surgical instrument manufacturing industry in Sialkot through Baseline Survey (BLS). The other three BLSs are: coal mines in Chirat (Noshera) and Chakwal, tanneries in Kasur and glass bangle 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 BLS, to complement findings of the BLS. In additions to the BLSs and School Dropout Survey, two Rapid Assessments have also been undertaken (not being reported in this document).
3. The third and fourth steps of the TBP will address policy reviews and capacity building. In the third step, reviews of the national policies will be carried out to determine the extent of enabling environment that exists in Pakistan. In the fourth step, sensitization and training of various 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 BLS was to establish reliable and verifiable data on the target groups of the surgical instruments manufacturing industry in Sialkot District in terms of the nature, magnitude, causes and consequences of the worst form of child labour. Following were the specific objectives for this Baseline Survey:

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- 4.1 To assess the extent of worst forms of child labour in Surgical Instrument Manufacturing Industry in District Sialkot
  - 4.2 To obtain statistical inferences about a larger population in Surgical Instrument Manufacturing Industry in District Sialkot
  - 4.3 To develop a profile of children working in Surgical Instrument Manufacturing Industry in District Sialkot
  - 4.4 To obtain quantitative and qualitative information on the nature of the child labour problem in Surgical Instrument Manufacturing Industry in District Sialkot
  - 4.5 To understand the underlying causes for high rate of dropouts in District Sialkot
  - 4.6 To determine the extent of linkage between school dropout and child labour in District Sialkot

## **Labour Market Dynamics**

5. Pakistan's population is growing at 2.1 % per annum, and as a result 3.1 million persons are being added each year. It is estimated that by 2020 Pakistan's population will reach 217 million. Almost one-third of Pakistanis are living below poverty line.
6. On the basis of Pakistan's estimated population of 149 million for midyear 2003 and the participation rate of 28.97 per cent, the total labour force comes to 42.75 million, of this 29.69 million or 69.45 % is in the rural areas and 13.06 million or 30.55 % in the urban areas. The labour force participation rate for agriculture was 42.1% and that in non-agriculture sector was 57.9% in the years 2001-2002 (FBS, Labour Force Survey 2001-2002/2003).
7. Employed labour force in 2003 is estimated at 39.41 million compared to 38.57 million in 2002. The unemployment rate in 2002-03 was 7.8 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, healthcare and other basic amenities of life for the coming decades.
9. The increasing number of population has resulted in low level of human development, low savings and investment ratio, low labour force participation rate and low per capita income.
10. With poverty rampant in the country and unemployment on the rise., the adult labour faces difficulties in finding jobs, and poor families push their children in the labour force in anticipation of supplementary income for the household. On the

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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 Tanneries-Kasur.

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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 instruments manufacturing, 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.

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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 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

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plan evolved through a process of countrywide consultation with all relevant stakeholders.

109. 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

110. 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.

111. 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**

112. 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.

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Women in the tannery areas were involved in such economic activities as grinding of salt, hair separation, kite making, etc. Eighty percent females under the age of 20 work in tannery related sectors, i.e. leather stitching units. An important finding of the survey was that tannery owners did not like to employ women as they thought they were physically unfit to do the job. It was also found that women working in the tanneries lack special skills. Only 5% women had cutting and stitching skills, while others just act as helpers. However, in the course of the investigation, women demanded setting up of a training institute to teach them various kinds of vocational skills. The action plan suggested by the study to improve the skill level and generate new employment opportunities for women in the tannery area includes the following:

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

## **Child Labour Survey of Carpet Industry in Punjab**

- 113. 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.
- 114. 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.
- 115.** 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

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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.

116. Amongst 32,700 family members of the sample households, 11,454 (35.03 percent) were weavers and 21,246 (64.97 percent) were non-weavers. It is reasonable to assume that this trend would be the same for the whole of Punjab. The estimated population of carpet weaving children aged 15 to 17 years in the Punjab Province was 57,890, whereas the estimated population of working children 15-17 years in the Punjab was 70,255.
117. **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.
118. **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.
119. **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.
120. **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.
121. **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.
122. **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

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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.

123. Viewed in the broader socio-economic context that varies from country to country, it was not easy to define Child Labour in terms of minimum age bar and occupational distribution. Child Labour was primarily a socio-economic issue: what was child work for one set of people may be child labour for another. In many third world countries apprenticeship in a family enterprise was part of the growing up process for young children. But human rights activists look at any kind of work by children as child labour. As socio-economic conditions vary from country to country, it may not be appropriate to apply one common standard. In many developing countries where the state education system has failed, parents prefer children to help in family business rather than sit idle, doing nothing.
124. 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.
125. **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.



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- 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

126. 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

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

#### Universe

129. The universe for Baseline Survey comprised Surgical Instruments Manufacturing Industry, Sialkot District. For the dropout survey, control group was selected from private and public schools within the immediate vicinity of the sampled surgical instruments manufacturing establishments.

#### Sampling Frame and Stratification Plan:

130. Federal Bureau of Statistics (FBS) provided Sampling Design, including the sampling frame. The universe was divided into 4 strata. Each stratum was further divided into Establishment Blocks (EB's) and each EB into establishments.
131. The universe was divided into two domains, Rural and Urban by FBS. Each domain was further sub-divided into two strata.

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## Sampling Methodology:

132. 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).
133. **Baseline Survey - Sample Coverage:** The sample consisted of 206 establishments randomly selected from 13 establishments blocks with probability proportional to size. All establishments were enlisted and approached. The response rate was 100%.
134. **Dropout Survey - Sample Coverage:** The control group interviews were conducted at ten schools in immediate vicinity of sample establishments covering six primary and four middle schools (including 2 primary and 1 middle school for girls). Two students from each class and two teachers from each school were interviewed.

## Sampling Plan:

### Sample Size:

135. 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	400
Parents	40	40
Employer	50	46
Total	490	486

### Dropout Survey:

Category	Sample Plan	Actual Interviews Conducted
School Going	125	150
Dropout	25	25
Parents	4	4
Teacher	20	25
Total	174	204

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## Interviewers

136. Most of the interviewers had masters degree with varying degree of field experience ranging from carefully selected fresh university graduates to those with extensive field work experience. For qualitative insights, local interviewers and resource persons were also involved when it was considered necessary.

## Training

137. 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 six different questionnaires used in the BLS and Dropout Survey, including pre-testing based on actual questionnaires, to improve their quality as well as to train the interviewers. Multi-agency teams comprising subject specialists from UNICEF, SIMPOC, ILO, and AKIDA participated in the training.

## Themes and Survey Instruments

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

### Baseline Survey:

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

### Dropout Survey:

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

## Survey Estimates:

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

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

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

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

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

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

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

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

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

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

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

Thus  $\hat{Y}$  is obtained as:

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

## Data Collection

140. 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 and current living status, personal information, current work history and conditions, past work history of child, personal behavior, health hazards at work, and perception and knowledge, and education information using the above listed questionnaires. Due to the time constraint of the study, interviewers worked relentlessly, conducting interviews simultaneously, sometimes from 9:00 AM, to 7:00 PM, without holidays.

## Focus Groups and Key Informant Interviews

141. 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 BLSSs, to complement findings of the BLSSs – for details, refer to Chapter V.

## **Data Cleaning and Creation of SPSS Database**

142. 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.
143. The pre-coded responses were converted into an electronic database, SPSS to be more specific, as required by the ToR.
144. 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**

145. 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.
146. Correlation coefficients between continuous (ratio level) variables, that were theoretically important were also computed. The level of significance (or the  $p$ -value) have been reported for these correlation coefficients, primarily at two levels, namely  $p \leq 0.01$  and  $p \leq 0.05$ . The correlation coefficient is a numerical summary of association between variables, wherein the sign provides the direction of association, and the magnitude, varying between 0 and 1, indicates the strength. In addition to being important piece of information in itself, the correlation also provides basis for internal consistency and validity of findings reported based on other univariate and bivariate tables. The predominant data presentation technique used for reporting the findings has been graphs, as they provide visual presentation in understanding the findings.

## **Estimation of Total Number of Working Children**

147. Weights, provided by FBS, are used to establish estimates for the total number of children working in the surgical instruments manufacturing industry.
148. 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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$$\sum_h \sum_k T_{hk} = \text{Total number of establishments covered} = 206$$

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

$$\sum_h T_{h...} = \text{Total number of working children interviewed} = 400$$

$$\sum_h R_h R_{h..} R_{h...} = 1/2.8325 \text{ (Provided by FBS)}$$

$$\hat{Y} = 400 \times 12.8325 = 5133$$

149. Estimated number of working children in Sialkot Surgical Instruments manufacturing industry is 5133. The age and gender wise estimates are as follows:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	208	2566	2359	5133	100
Girls	-	-	-	-	-
Total	208	2566	2359	5133	100

149.1 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)

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

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## Field Work Ground Realities

- The field work in Sialkot proceeded smoothly due to cooperation of surgical community at large. The community received us openly, most likely due to the presence of other programmes of ILO-IPEC, being conducted successfully in Sialkot.
- We found the average size of establishment (shop) smaller than was planned/anticipated; therefore, 400 interviews were conducted at 206 establishments instead of originally planned 50 establishments.

## Lessons Learned

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



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

### WORKING CHILDREN, PARENTS AND SCHOOL DROPOUTS

#### Correlation Analysis

150. This section of the report presents correlation coefficients between continuous (ratio level) variables that were practically important and statistically significant. The correlation coefficient is a numerical summary of relationship between variables, wherein the sign provides the direction of relationship, and the magnitude, varying between 0 and 1, indicates the strength. In addition to being an important piece of information in itself, the correlation also provided basis for internal consistency and validity of univariate and bivariate findings reported later, based on graphs and reference tables.
151. **Size and Income of Family:** A working child's family size had a significant positive association with the total household income ( $r = 0.150$ , with  $p$ -value  $\leq 0.01$ ), as given in the correlation matrix at the end of this section. The positive significant correlation implies that on the average, the total family income was greater for families having greater size too.
152. **Association of Child's Age with Family's Income and Child's Income:** Consistent with our descriptive analyses reported later, an important finding is that child's age was associated positively with family income ( $r = 0.207$ , with  $p$ -value  $\leq 0.01$ ), and so were child's age and his/her own income ( $r = 0.430$ , with  $p$ -value  $\leq 0.01$ ).
- 152.1 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.
153. **Child's Monthly Income and Family's Monthly Income:** A significant positive correlation at  $p$ -value  $\leq 0.01$  between a child's monthly income and his/her family's monthly income was observed with  $r = 0.278$ . 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 surgical unit	How much do you earn monthly?	Age of child when start working in surgical unit.
Family Size	Pearson Correlation	1	.150(**)	0.016	0.028	0.048	-0.013	0.06	0.001
	Sig. (2-tailed)	.	0.003	0.746	0.573	0.34	0.795	0.238	0.983
	N	400	395	400	396	400	396	387	400
Total monthly family/ household income.	Pearson Correlation	.150(**)	1	.207(**)	0.063	0.01	.111(*)	.278(**)	.148(**)
	Sig. (2-tailed)	0.003	.	0	0.216	0.849	0.029	0	0.003
	N	395	395	395	391	395	391	382	395
Age (in completed years)	Pearson Correlation	0.016	.207(**)	1	.227(**)	.107(*)	.261(**)	.430(**)	.621(**)
	Sig. (2-tailed)	0.746	0	.	0	0.033	0	0	0
	N	400	395	400	396	400	396	387	400
Child's educational level	Pearson Correlation	0.028	0.063	.227(**)	1	-0.01	-.215(**)	0.009	.325(**)
	Sig. (2-tailed)	0.573	0.216	0	.	0.836	0	0.86	0
	N	396	391	396	396	396	392	384	396
Work Duration	Pearson Correlation	0.048	0.01	.107(*)	-0.01	1	-0.017	0.023	0.066
	Sig. (2-tailed)	0.34	0.849	0.033	0.836	.	0.739	0.645	0.186
	N	400	395	400	396	400	396	387	400
Work duration in surgical unit	Pearson Correlation	-0.013	.111(*)	.261(**)	-.215(**)	-0.017	1	.528(**)	-.353(**)
	Sig. (2-tailed)	0.795	0.029	0	0	0.739	.	0	0
	N	396	391	396	392	396	396	384	396
How much do you earn monthly?	Pearson Correlation	0.06	.278(**)	.430(**)	0.009	0.023	.528(**)	1	0.065
	Sig. (2-tailed)	0.238	0	0	0.86	0.645	0	.	0.199
	N	387	382	387	384	387	384	387	387
Age of child when start working in surgical unit?	Pearson Correlation	0.001	.148(**)	.621(**)	.325(**)	0.066	-.353(**)	0.065	1
	Sig. (2-tailed)	0.983	0.003	0	0	0.186	0	0.199	.
	N	400	395	400	396	400	396	387	400

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

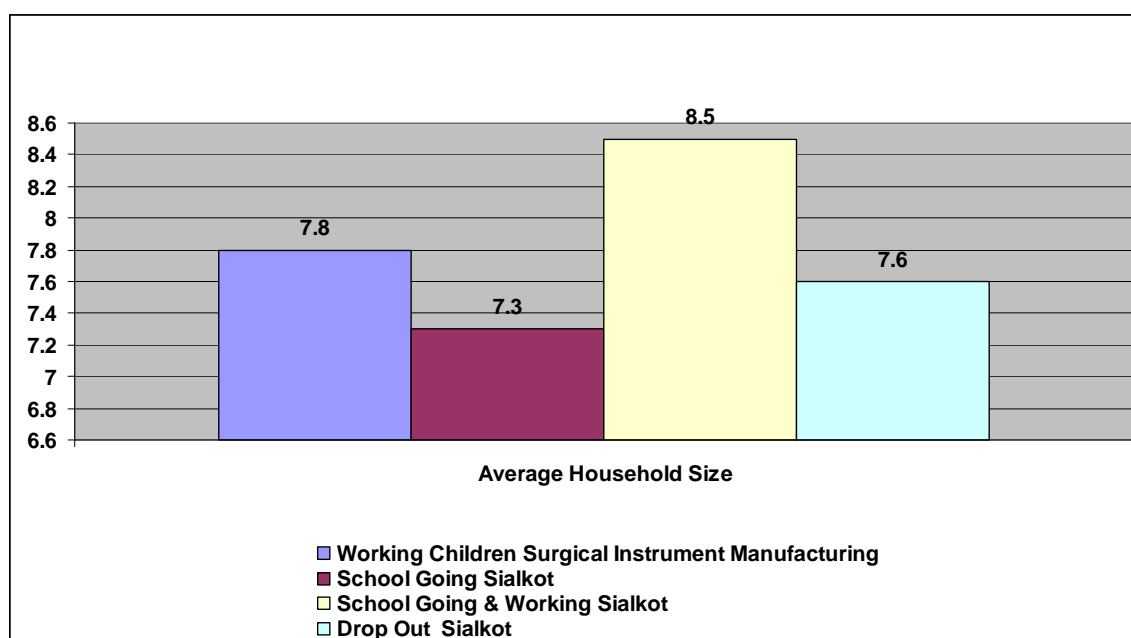
\* Correlation is significant at the 0.05 level (2-tailed).

154. **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 ( $r = -0.215$ ,  $p$ -value  $\leq 0.01$ ). The association between education and age when started working was positive ( $r = 0.151$ ,  $p$ -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.
155. **Work Experience and Monthly Income:** A strong positive association existed between "work experience" and "monthly income of child" ( $r = 0.528$ ,  $p$ -value  $\leq 0.01$ ), indicating that the longer one works in the industry, the higher are monthly wages.

## Household Profile

156. This section of the report covers demographic and economic characteristics of the family and household of children involved in surgical instrument making in Sialkot.
157. **Household size:** Household or family size is an important demographic variable. The average household size for the all working children covered in this study was 7.8 members. Of those, the school-going children had a household size of 7.3 persons, and the dropouts, the 7.6 persons. Those who were going to school as well as working had the highest (8.5 persons).

### Average Household/Family Size



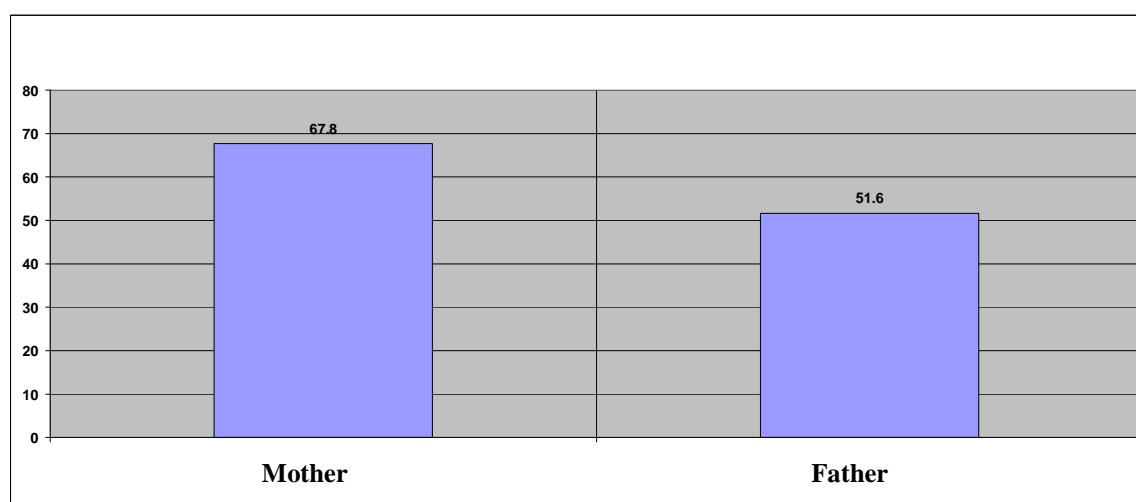
158. **Household Income:** The average monthly household income for the family of the children in the surgical manufacturing industry was Rs.5,685. Considering an average household size of 7.3, the average monthly income per person in the

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households of working children figure out to be at Rs.778. This level of income puts many families below the poverty line of Rs.750 per capita in 2002-2003.

159. Different interventions would work for families with considerably different incomes. The big question from intervention's point of view would be whether families at extreme poverty levels would be able to survive without the working child's income.
160. **Father's Employment/Occupational Status:** Nearly 51% of the children mentioned their father actually worked in the surgical instruments manufacturing industry. There were 6.4% whose fathers were industrial worker in some other industry. Of the rest, 6.1% had a father who was a working in cultivation and harvest of agricultural products, 5.9% masons, and 5.1% domestic workers. The rest mentioned their fathers were involved in various types of blue collar jobs.
161. **Parents' Level of Education:** Mother's level of education is generally considered a strong predictor of children's social status and economic potential. Mothers of working children in our survey reportedly had a very high illiteracy rate of 67.8%. Illiteracy rate of the mothers of children who were school drop outs was slightly higher (55%) than those of the school going children (32.6%) or of those who were working as well as studying (50%).
162. Father's education is another important variable in determining risk of child labour participation, although the effect may not be as strong as that of mother's education. Among the sampled children, overall level of education for the fathers was relatively higher as their illiteracy rate was relatively lower (51.6%) than that for their mothers (67.8%)

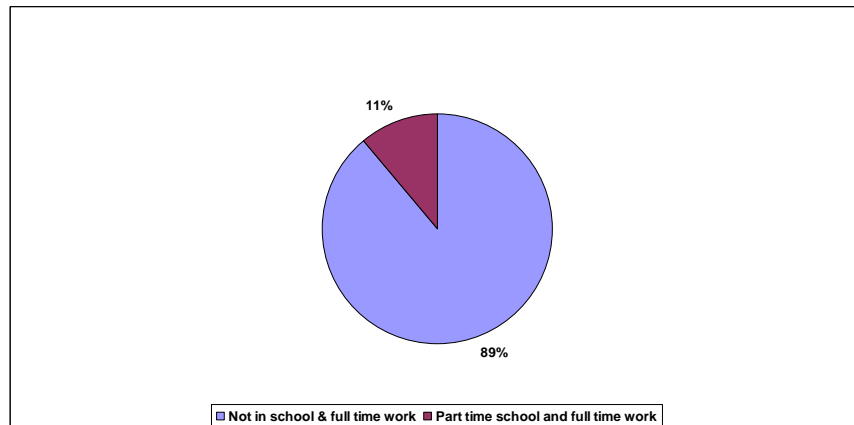
### Percent of Parents who were Illiterate



163. **Status of Working Child's School Attendance:** Of all working children, 88.7% were not in school and were working full time. Literally no child was doing full time school and part time work. The proportion of children who were working full time with part time school was 11%.

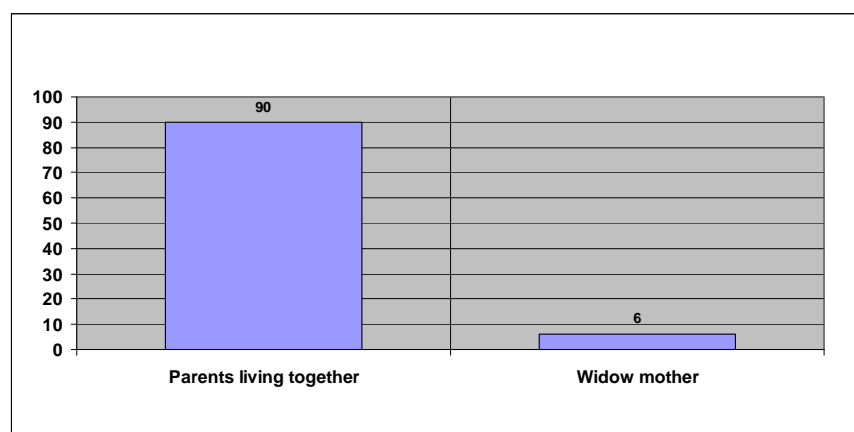
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164. The distribution of children by their status as a student or a worker has important implications. Perhaps it shows that the work is too demanding to allow children to study. This becomes clearer later when questions on whether children will attend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

### Percent of Children with School Attendance and Work Status



165. **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 household size in Pakistan (6.8), the most frequent rank was second, followed by first and third.
166. **Parents' Marital Status:** Contrary to the popular belief that working children tend to come from broken homes, a great proportion (90%) of children in our sample had both parents living together.

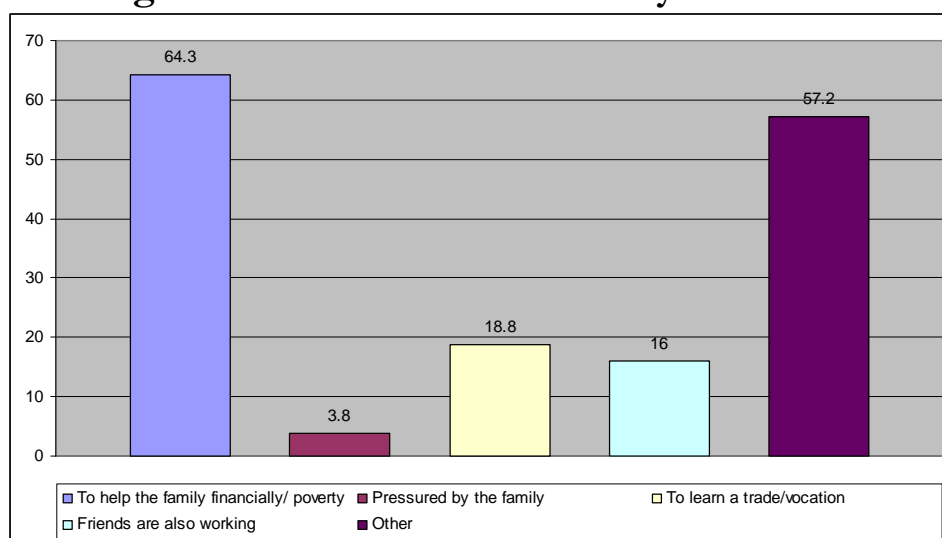
### Percentage Distribution of Children by Parents' Marital Status



167. **Children's Reasons for Working:** Across thirteen most likely reasons for children to be working, a strikingly high proportion of children (64.3%) mentioned poverty to be the main reason. More specifically, they did so to help family financially. In case of those who were working as well as going to school,

100 % gave this reason for working. A considerable proportion (18.8%) said they were working because they wanted to learn a trade.

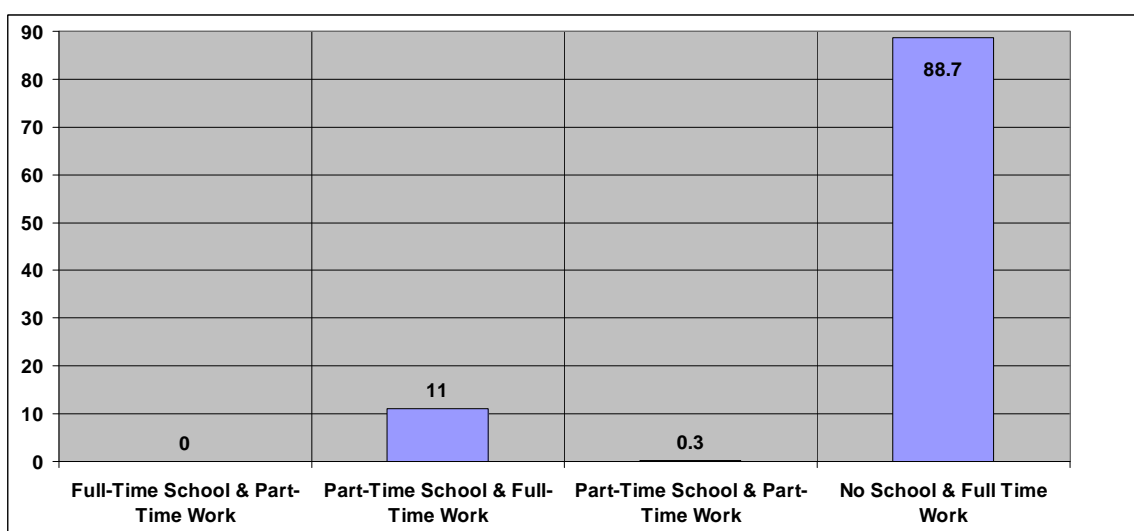
### Percentage Distribution of Children by Reasons to Work



### Educational Achievements and Activities

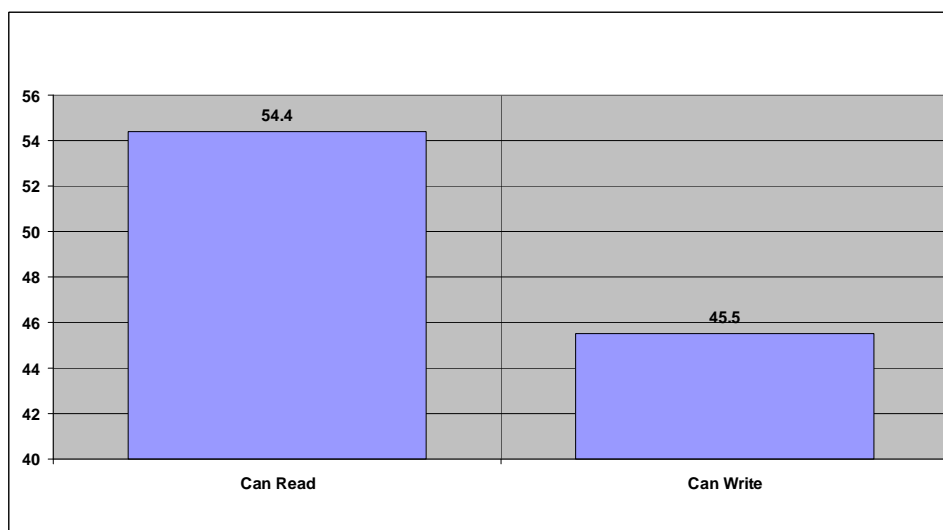
168. **Nature of School or Work Activities:** Roughly 89% working children worked full time. A considerably smaller proportion of workers did part time school and full time work (11%).

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



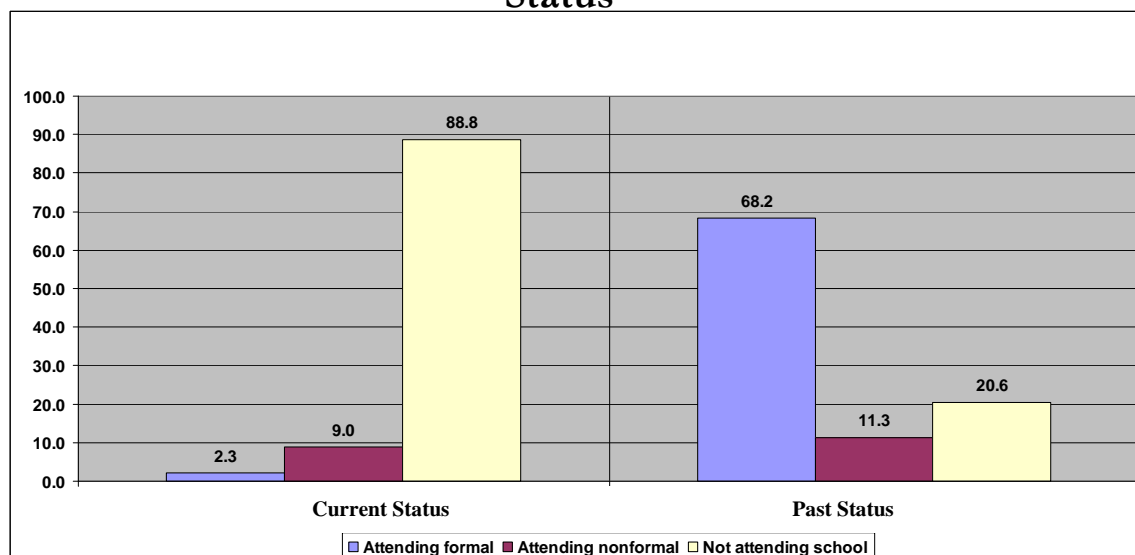
169. **Literacy status and schooling:** A working child's inability to read and write is a proxy for lost opportunity for schooling, be it formal or home schooling. Of the children working in surgical manufacturing industry, 54.4% mentioned they could read, and 45.5% said they could write.

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



170. The question on level of education reveal interesting patterns as well. The children working in the Sialkot surgical instruments manufacturing industry had relatively higher levels of education compared with children from other industries. Of all the working children, 54.5% had a primary education. Over 23% had middle school or higher education.

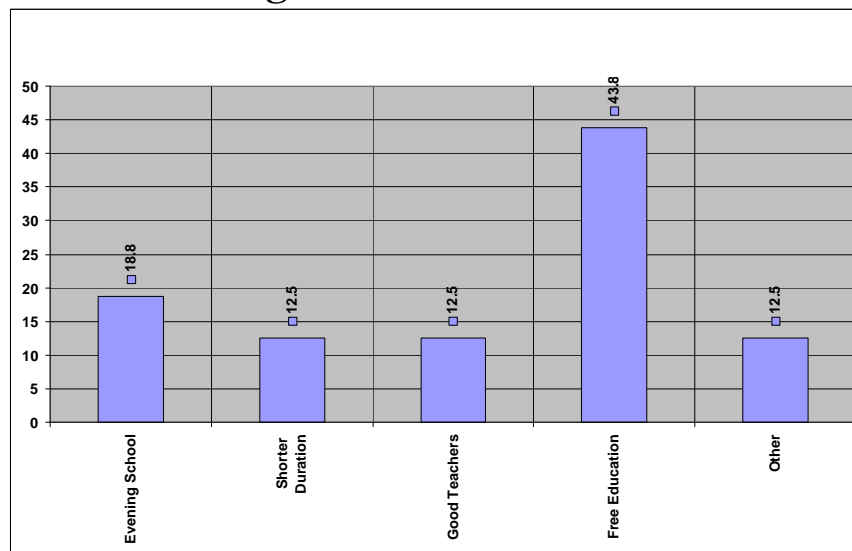
## Percentage Distribution of Children by School Attendance Status



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

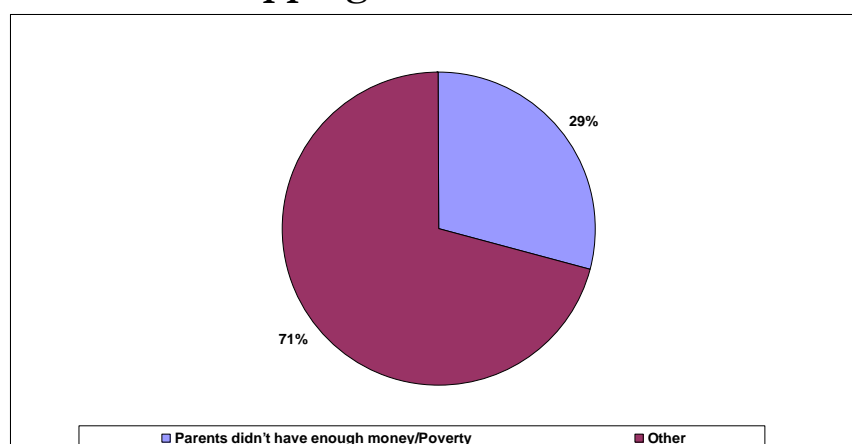
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172. **Suggestions by the Drop Outs for Attracting, Retaining, and Improving Performance of Working Children in School:** School drop outs gave interesting yet useful suggestions for attracting, retaining, and improving the performance of working children in school. Their most frequent suggestion was to open more evening schools (72.2%). Others frequently suggested solutions were provision of free education (38.9%), and availability of school with shorter duration (5.6%).

### 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 drop outs. The highest proportion (29.2%) mentioned that they dropped out because their parents did not have enough money due to poverty. Another 20.8% said that they wanted to help the family financially. Comparatively higher proportion (16.7%) of children in this industry said they work because they would like to learn a vocation.

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



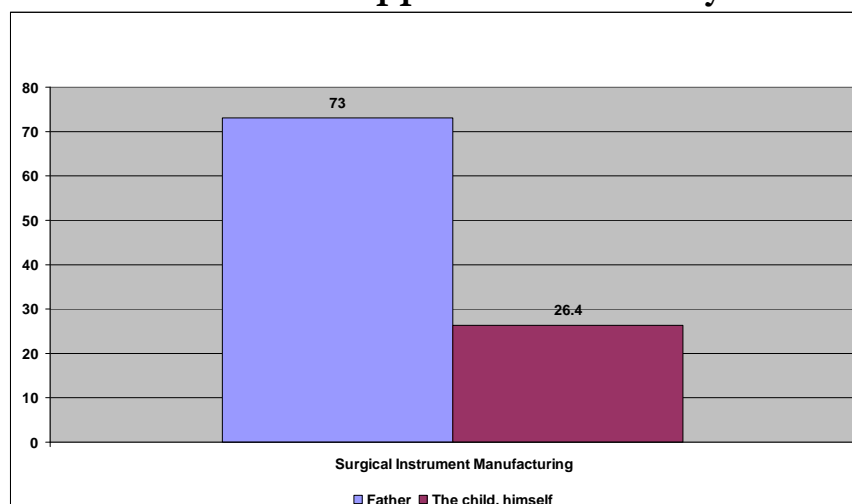


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## Financial Aspects

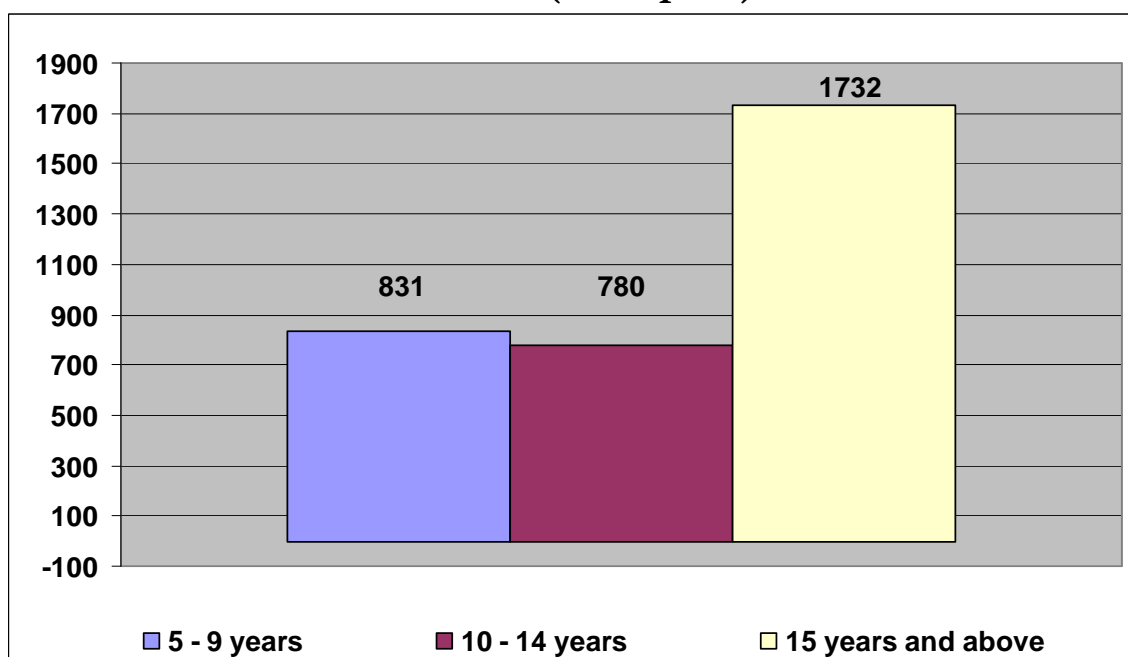
174. **Financial Support of the Family:** In 73.0% of the cases father supported the family. Children themselves supported the family in 26.4% of the cases. Mothers of 6.3% children were also supporting the family. Brothers (36.5%) were more involved in economic activity than sisters (0.8%).

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



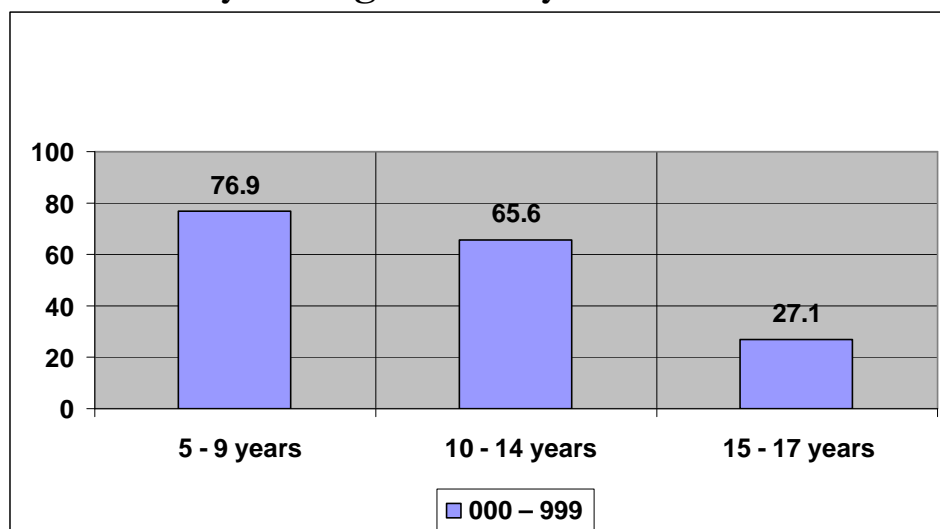
175. **Monthly Income of Working Children (in Rupees):** Working children mostly earned very low wages. Only 26.4% made Rs. 2,000 or more. Over 47% children made less than Rs. 1,000/month. There was a major discrepancy in income by age group. Children 10-14 received an average monthly income of Rs.780, which was even lower than the younger age group, i.e., 5 to 7 years old (Rs.831). These are way lower than monthly income of children 15 to 17 years of age (Rs.1733).

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



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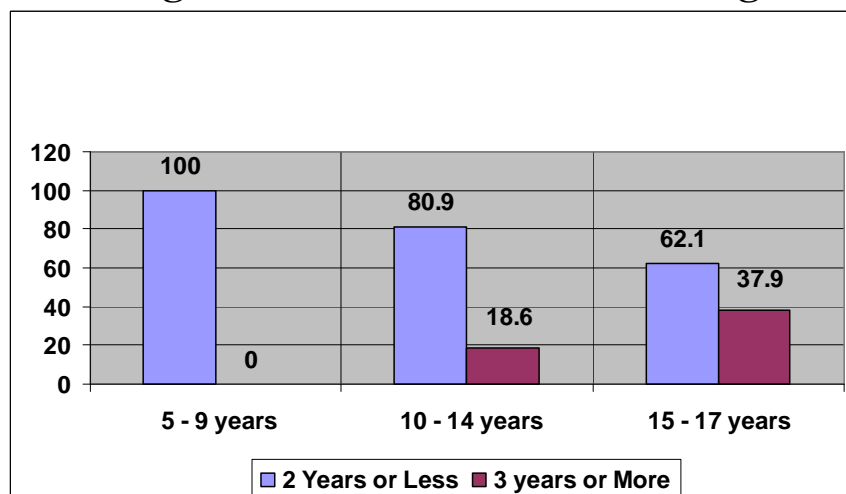
### Percentage Distribution of Children by Age Under Rupees 1000 by Average Monthly Earned Income



### Working Conditions and Health Hazards

176. **Duration of Work in Surgical instruments manufacturing industry:** The duration of work in the surgical instruments manufacturing industry coupled with information from other related questions reveals the attraction of the industry to child labourers and its potential for recruitment of children. The mode for the duration is 1 year. Only 27.5% of children had worked for three years or longer in the surgical instruments manufacturing industry. Those who had worked for less than six months or so made up 26.5% of the sample.

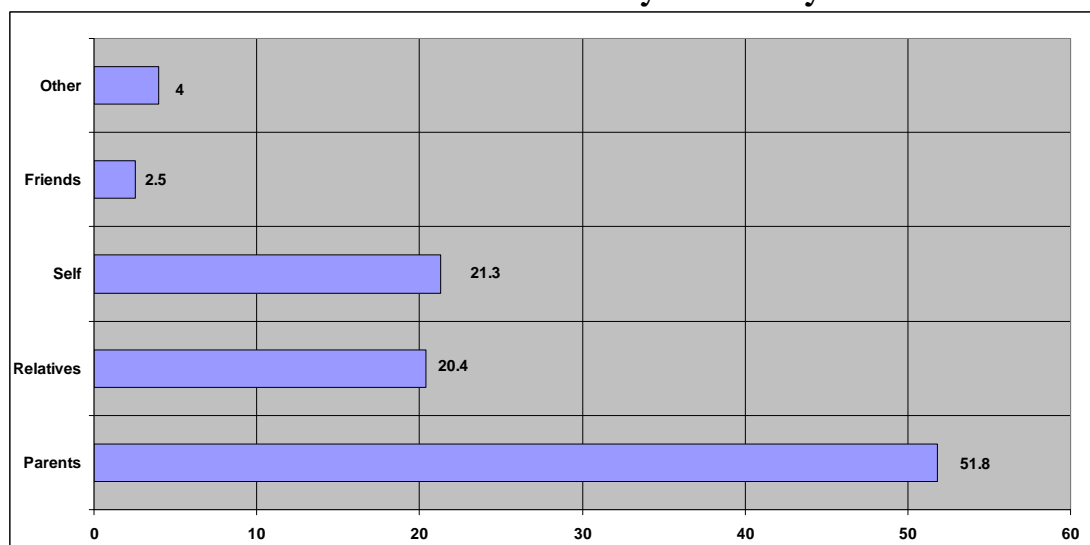
### Percentage Distribution of Children by Duration of Working Years in Surgical Instruments Manufacturing Industry



177. **Who Put child at work in the Surgical instruments manufacturing industry:** Parents in most cases are the ones who put the child to work. Of all working children, roughly 52% mentioned that their parents put them to work. Another

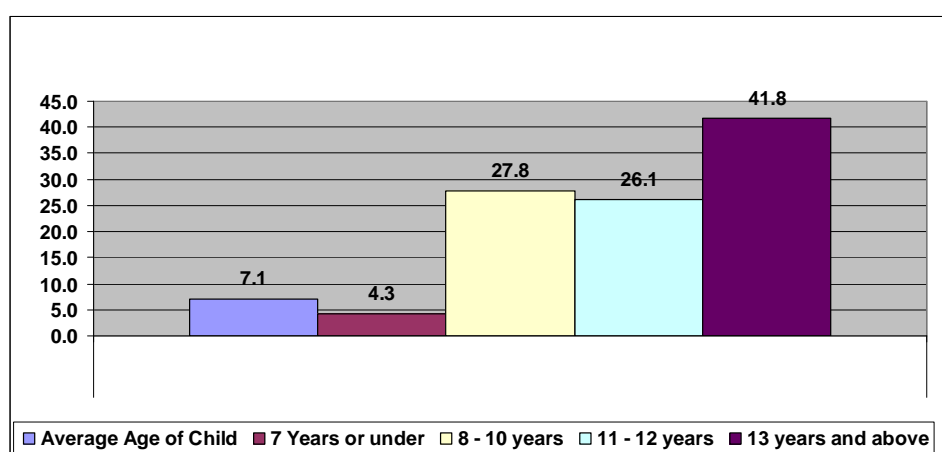
21.3% mentioned it was their own decision to start working. About 20.5% were put to work by relatives.

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



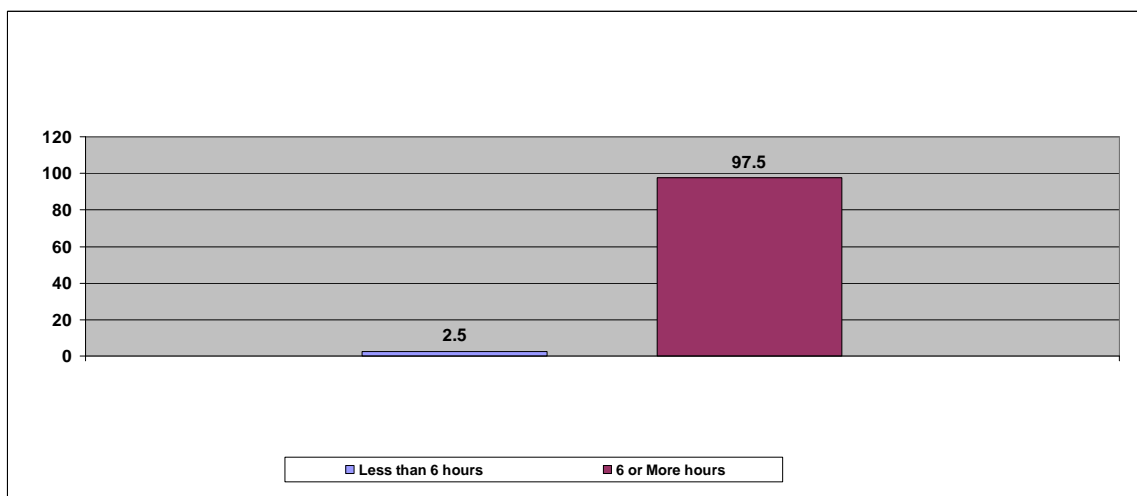
178. **Age at Which the Child Started Work in Surgical Instruments Manufacturing Industry:** The modal age for starting work among the sampled children was 12 years. Over 28% started working at the age of 10 years or under.

### Percentage Distribution of Children by Age at which they Started Work in Surgical Instruments Manufacturing Industry



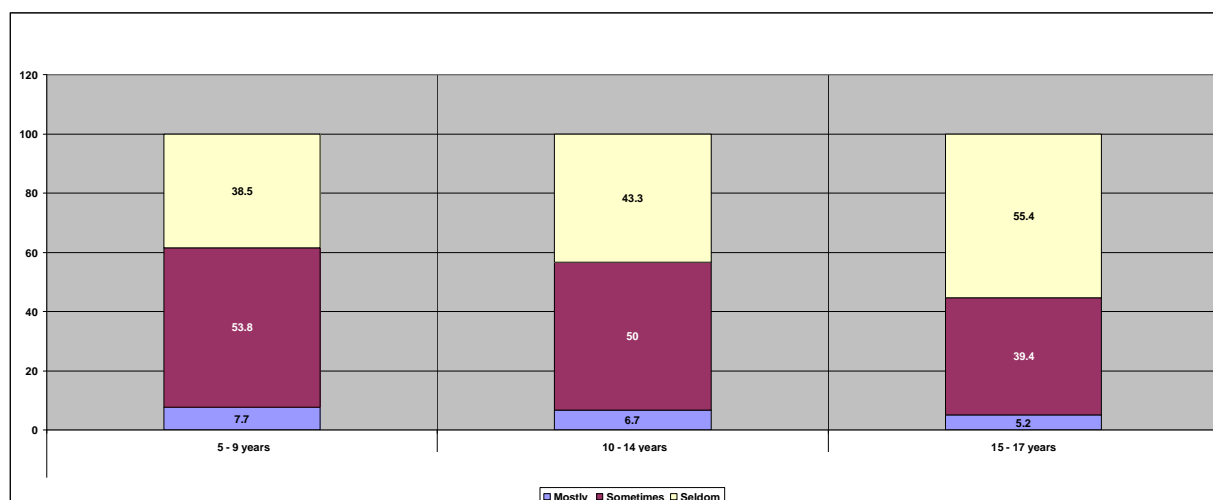
179. **The Work Load in Surgical Instruments Manufacturing Industry:** The average duration of work per day for the children in surgical instruments manufacturing industry was 9 hours. However, there is a strong chance that these reported hours include the break times and travel time if any. Most children work full time, six days a week (97.5%).

## Percentage Distribution of Children by Duration of Working Days in Surgical Instruments Manufacturing Industry



180. **Penalized by Employer:** Most children in our sample mentioned they are seldom penalized by employers. Exactly 45% indicated they sometime get penalized, whereas only a small proportion (6%) mentioned they get penalized mostly. The remaining 49% mentioned they seldom get penalized

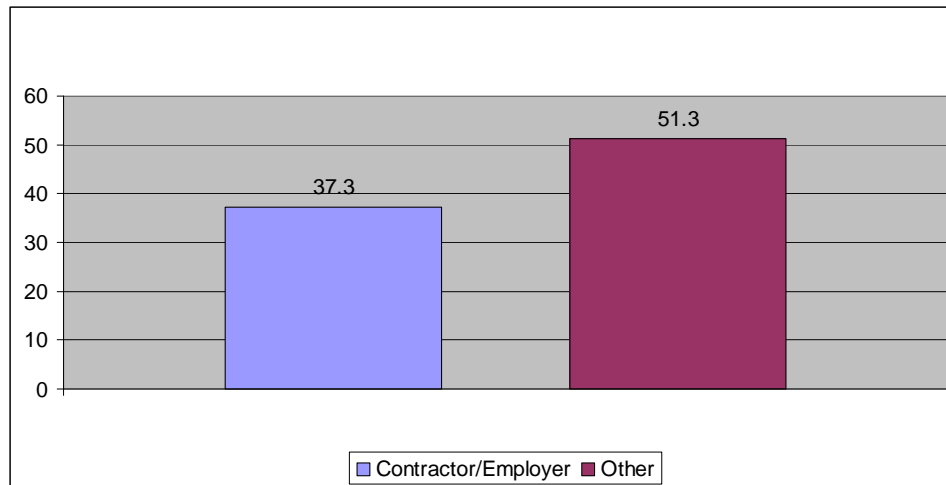
## Percentage Distribution of Children by Frequency of Penalization



181. **Types of Fears Facing Children:** Intimidation and fear are among various factors detrimental to the mental health of the child. The children expressed various kinds of fears. Most of them (37.3%) were afraid of their employer or the contractor. A substantial proportion of children expressed fears from police (9.5%), and a variety of "other" (51.3%) fear factors. Father, mother, brother, God, snake & uncle are combined in Other category.

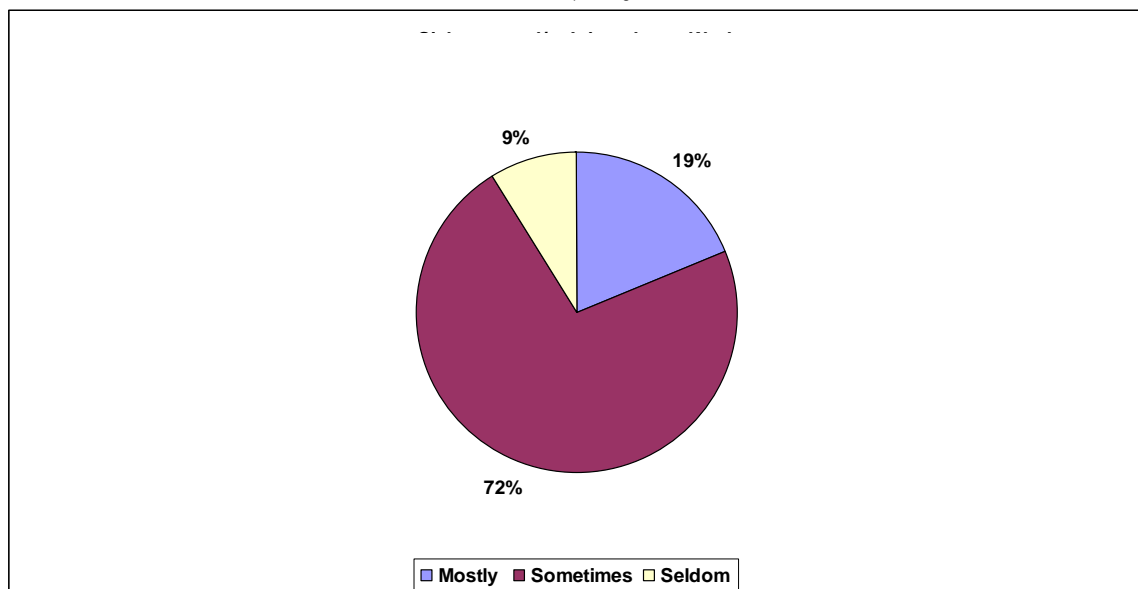
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## Percentage Distribution by Types of Fears Faced by Children



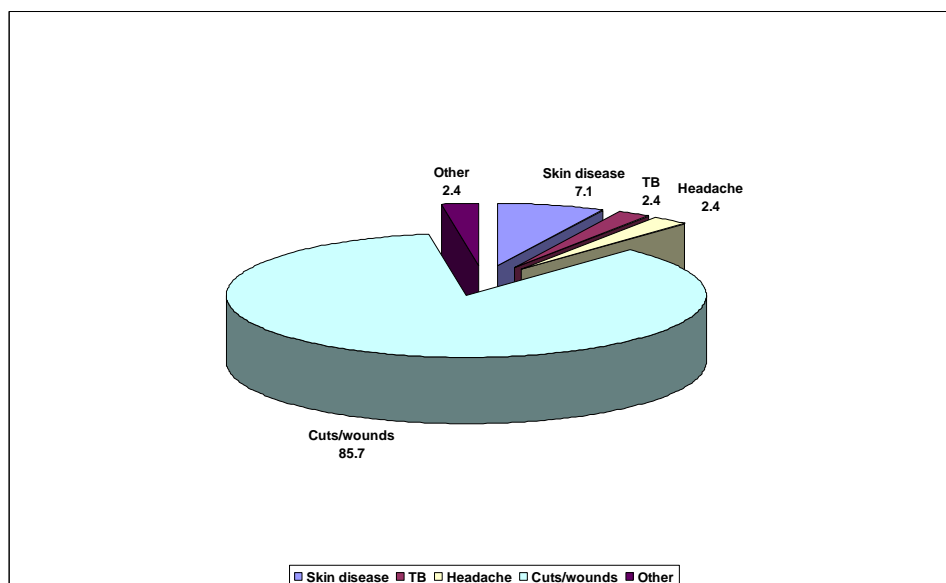
182. **Sickness and Injury Due to Work:** Injury and sickness have been reported in this study which varied by type of industry. Nearly 72% children mentioned they have had sickness or injury "some times" due to work. There were 19% who mentioned "mostly" being injured or sick. A smaller group (9%) said they "seldom" had work-related sickness or injury.

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



183. Close to 11% children mentioned they were still suffering from sickness or injury due to work.
184. The most frequent of all types of injury and sickness category was "cuts and wounds" for 35.5% of the children. Other categories included skin disease for 7.1%, and a tie at 2.4% each between TB and headache.

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



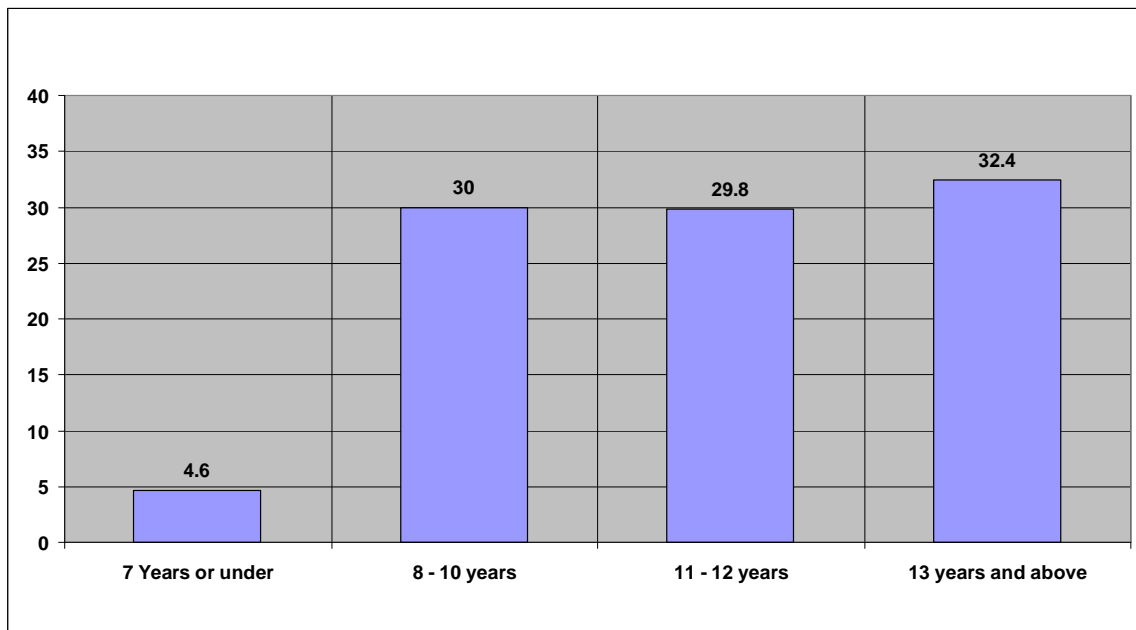
- 185. Consultation with a Medical Professional in Case of Work-Related Illness and Injury:** When asked whether a medical professional was consulted in case of injury, 38.1% of the working children gave an affirmative answer by choosing the category "yes". That might mean either there is no access to the services or medical professional, there is no awareness and motivation to, or perhaps there is no perceived need to seek those services. The following question sheds some light on these possibilities.
- 186.** Reasons for not consulting a medical professional, for a large part, portrayed the lack of perceived need for most of the children as 53.3% said it was not necessary to consult. Lack of money was the next most frequent reason, selected by 40% of children.
- 187. Protection While Working:** Given the hazardous nature of the various processes in the surgical instruments manufacturing industry, a striking finding is that 87.5% children mentioned they did not wear any protection. A small proportion (9.8%) wore glasses, and 1% wore face mask on mouth and nose.

## Percentage Distribution of Children by Type of Protection

Types of Protection	%
Does not wear any protection	87.5
Boots/Shoes while working	0.5
Gloves	0.8
Head cover	0.5
Face mask on mouth & nose	1
Glasses	9.8
Other	0

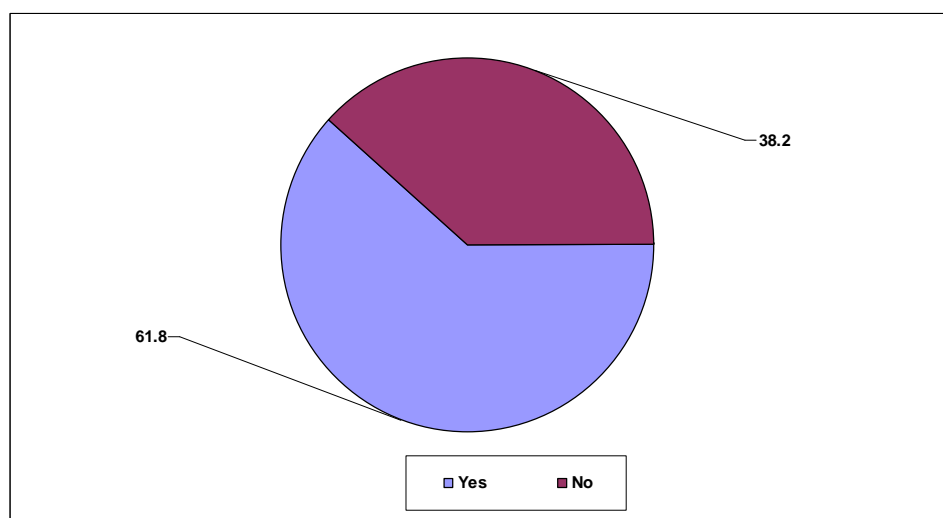
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188. **Age at which the child started work the First Time:** The modal age for starting work the first time by the sampled children was 12 years. Some children mentioned starting work as early as at the age of 2 years. Over 34 % started working at the age of 10 years or under. The modal age for those children who were studying as well as working was also 12 years.

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



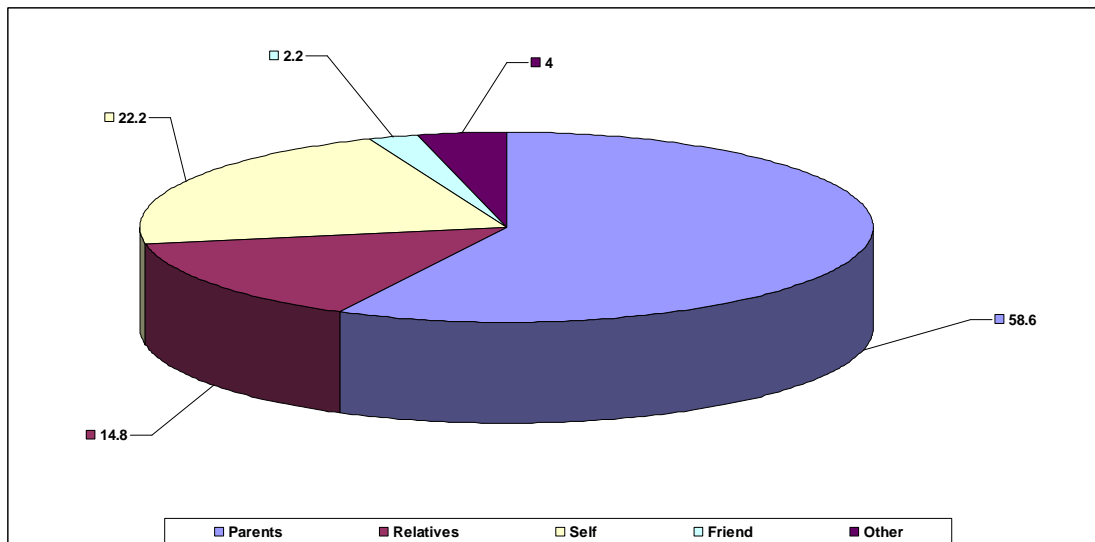
189. **Dropped Out of School to Work:** Many students have to quit school in order to join the labour force. There were 61.8% such children in our sample who had to leave school in favour of work.

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



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190. **Who Put child at work the First Time:** Parents in most cases are the ones who put the child to work. Of all working children, roughly 57% mentioned that their parents put them to work. Another 22% mentioned it was their own decision to start working. Only about 15% were put to work by relatives.

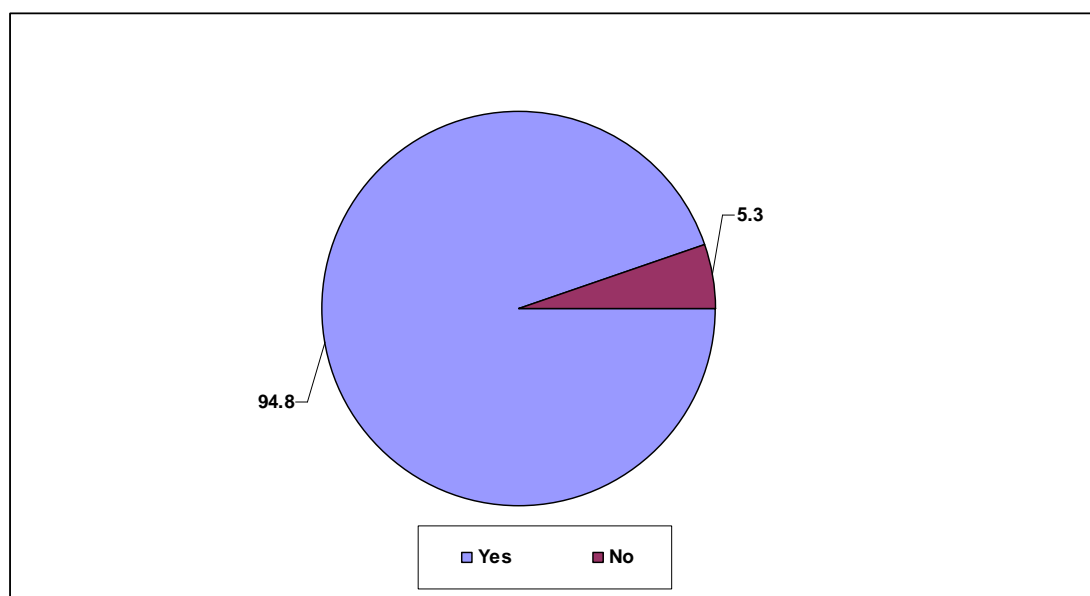
### Who Put the Child at Work for the First Time in Percentage



### Personal Behavior

191. **Do Children Get Enough Food:** About 5% children in surgical instruments manufacturing industry reported that they did not get enough food. That compare at 4.2% for children working in coal mines, 14.2% working in glass bangles industry, and 9.2% working in tanneries.

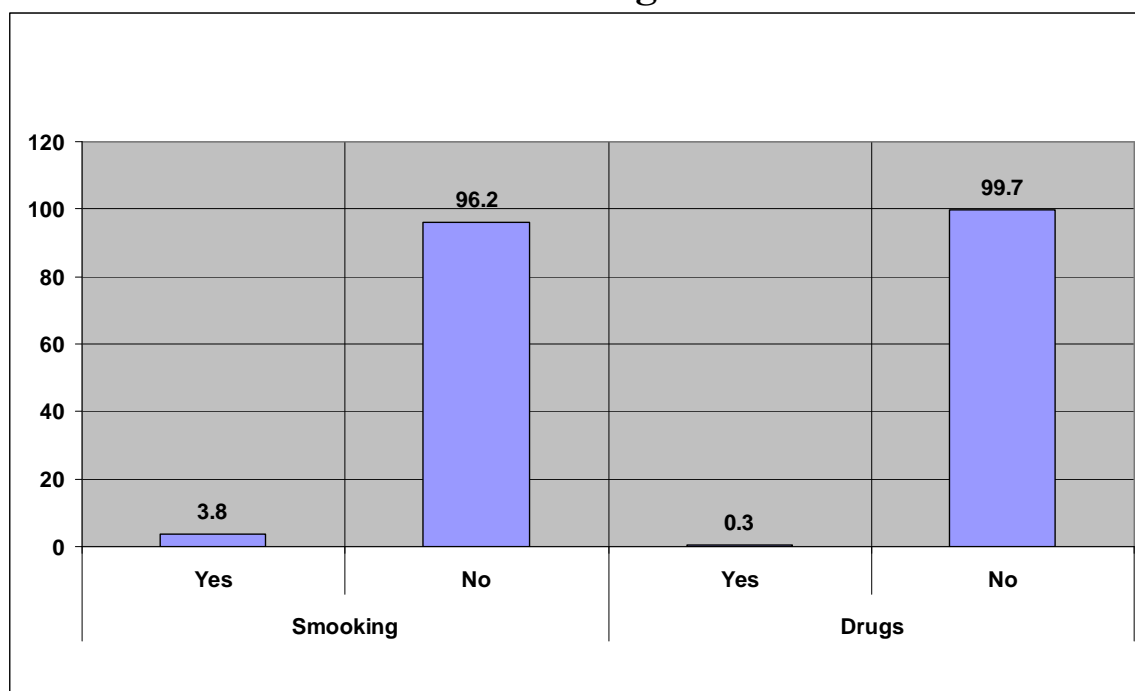
### Percentage Distribution of Underfed Children





192. **Smoking and Drug Use:** Nearly 4% children reported they smoked cigarettes. A negligible proportion (1.4%) mentioned using drugs. Regarding the time since smoking, only about 13% had been smoking for over two years. Over 53% had been smoking for less than six months.

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

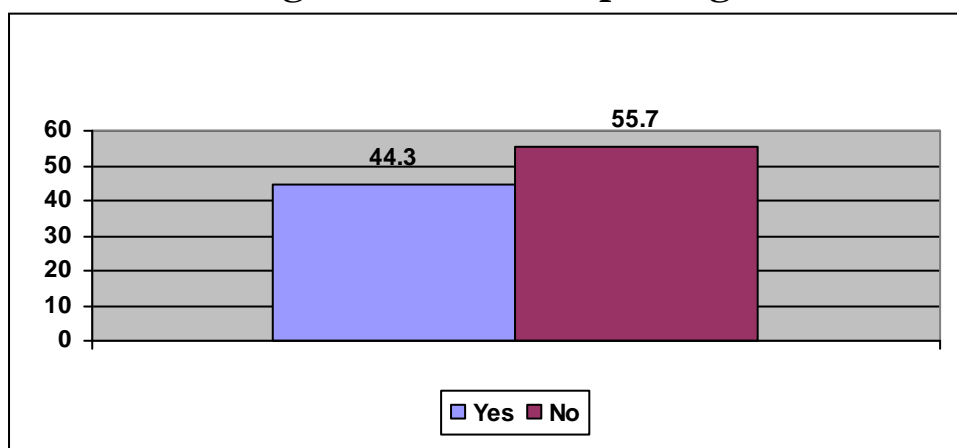


193. **Place where Children Spent their Time:** Exactly 46% of the working children spent time at home. A considerable proportion (36%) spent their free time parks and play grounds. Only 0.3% spent their free time at the mosque.

### Personal Information and Perception

194. **Will Opt for School if Arranged:** Another remarkable finding from the survey is that majority (56.7%) of children said they will go to school if one was arranged for them, as 83% of children in age group 5-9 years, 66% of ages 10-14 years and 48% of ages 15-17 year mentioned so.
195. **The Type of Education:** When asked about the type of education they would like to get, over 47% mentioned they would prefer full time formal education. Another 35.3% percent showed preference for formal part-time education. Relatively smaller proportion (11.8%) wanted to get full time vocational or technical training.
196. **Abuse in Job:** Another important finding of this study is the mention of abuse in job by 44.3% workers in the surgical instrument manufacturing industry.

## Percentage of Children Reporting Abuse



197. The intensity of abuse was mentioned to be "light" by 49.4% of the workers. The medium abuse was experienced by about 44.9%, followed by 5.6% who mentioned heavy abuse.

## Percentage Distribution of Children by Intensity of Abuse

Light	49.4
Medium	44.9
Heavy	5.6

198. **Environmental Situation at Workplace:** Environmental hazards are the most undesirable aspect of child labour. In surgical instruments manufacturing industry, cleanliness, lighting, and ventilation were reported to be good by respectively 36%, 43%, and 41% of the working children. The poor or bad levels of cleanliness, lighting, and ventilation were reported by 7.8%, 5.5%, and 7.0% of the working children respectively.

## Rating of Environmental Situation at Work Place

	Good	Fair	Bad
Cleanliness	36	56.3	7.8
Lighting	42.8	51.8	5.5
Ventilation	41	52	7

199. The safety of tools which is one of the few aspects of safety at work place was a concern of several children in surgical instruments manufacturing industry. Over 42.8% thought the work tools used at their workplace were unsafe, while 11.8% did not want to comment on this issue.

## Rating of Tools Safety at Work Place

Safe	45.5
Unsafe	42.8
No Comments	11.8

- 
- 200. Nature of Tasks Performed by Children:** In the Sialkot surgical industries, some processes were relatively less hazardous than others. Packing is the safest. Only 1% of the children were involved in this process. Grinding is one of the most hazardous tasks, involving 28.8% of all children.

### Percentage Distribution of Children by Tasks they Perform

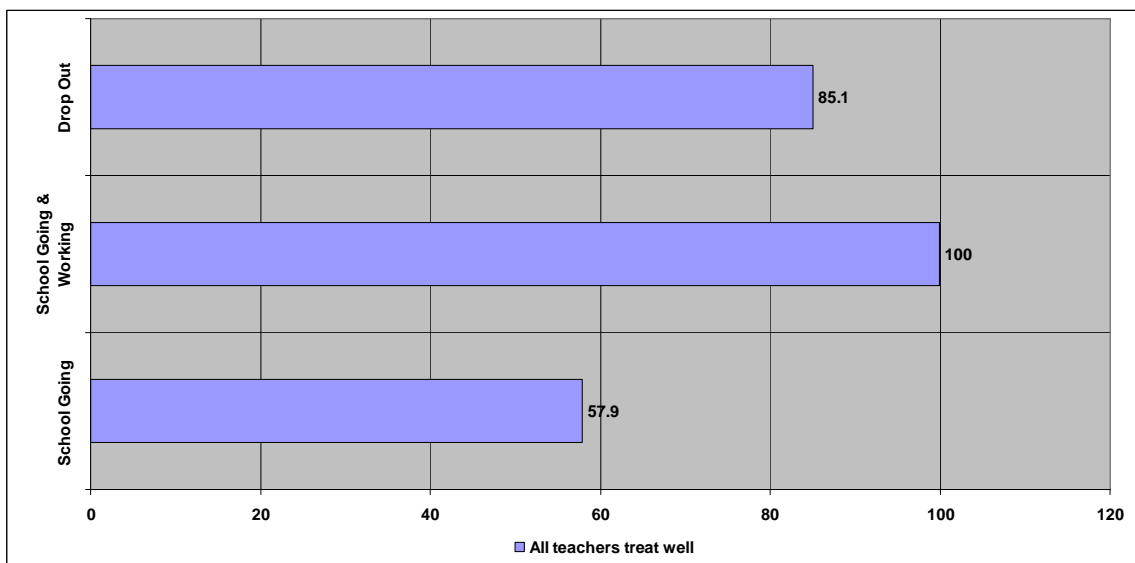
Tasks	Age Group		
	5-9 years	10 - 14 years	15 - 17 years
Forging	0.0	1.0	0.0
Die Making	0.0	0.5	1.0
Metal Cutting	0.0	5.7	2.6
Annealing	0.0	0.5	0.0
Milling	0.0	0.0	2.6
Trimming	0.0	0.5	1.6
Grinding	15.4	29.9	28.5
Planting	0.0	1.0	1.6
Tamping	0.0	0.5	0.5
Fitting & Riveting	7.7	28.9	23.3
Cleaning	7.7	0.5	1.0
Polishing	23.1	14.0	25.9
Packing	7.7	1.0	0.5
Other	38.4	16.0	10.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

- 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 84% 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.

### Perceptions of Children about School and Work

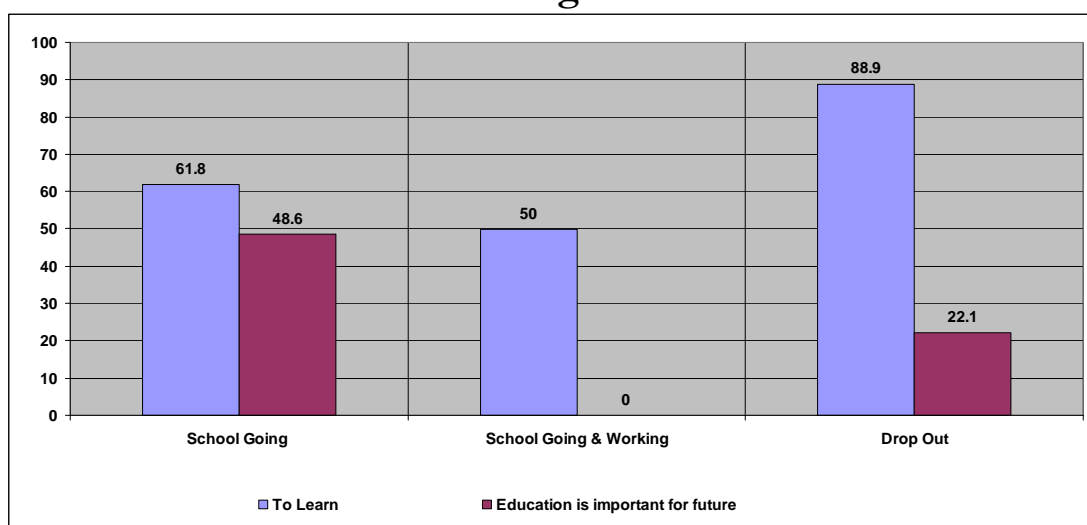
- 202. Children's Perceptions about treatment by teachers:** Most school going children (85.1%) thought all school teachers treat children well. In contrast, 100% of the non-school going children thought all school teachers treat children well. The lowest number of school drop outs (57.9%) shared this positive picture about teachers' treatment. Among the children who thought all school teachers treat children badly, the highest proportion (26.3%) was consisted of those who were school drop-outs.

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



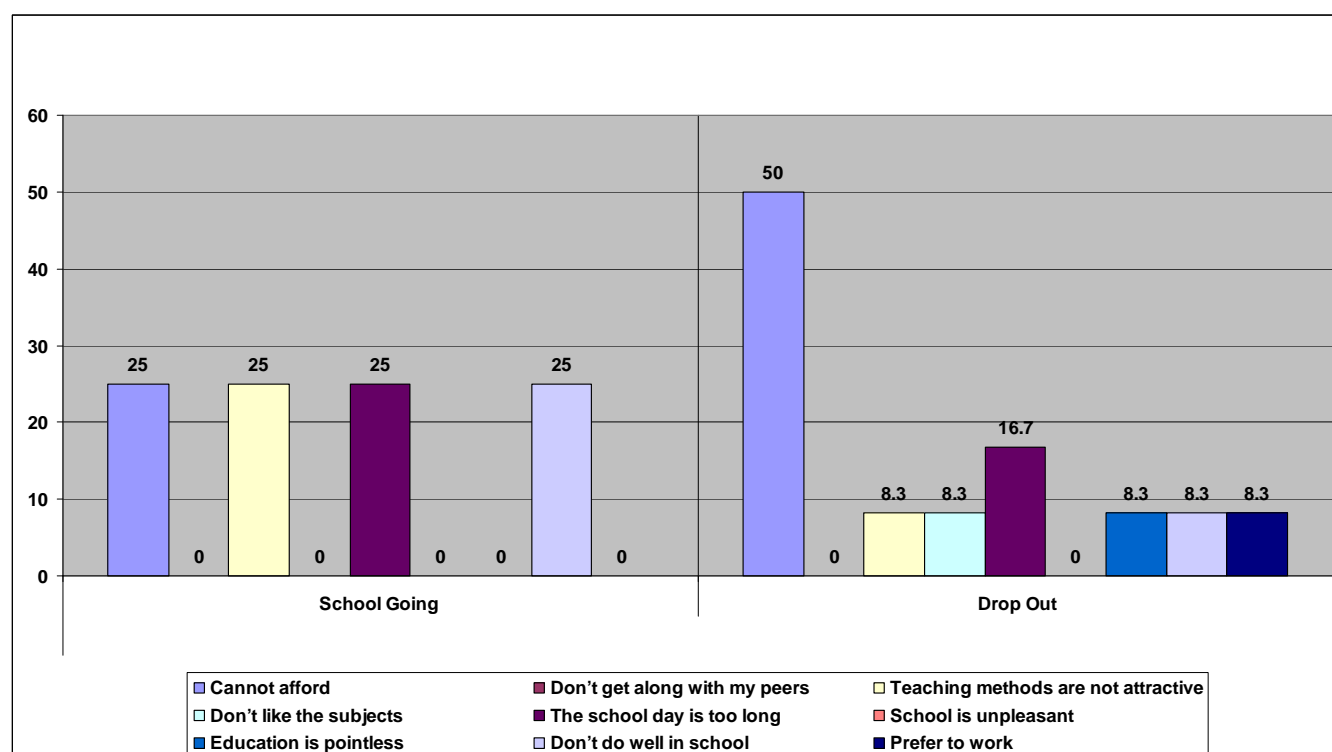
203. **Reasons for attending School:** Among the most preferred reason for attending the school was "to learn" with an interesting little pattern. The highest proportion of the school dropouts (88.9%) thought that learning process was the most compelling reason to go to school. Interestingly, those who were attending school as well as working, a considerably lower fraction (50%) selected this category. The next most favorite response was "education is important for future". Education was important for future was selected by over 48.6% of those who were actually doing both, attending school as well as working. For children who were going to school as well as working, this was not important a consideration. They on the other hand overwhelmingly (50%) mentioned that they were going to school because they did not have to work during the time in school.

## Percentage Distribution of Children by Reasons for Attending School



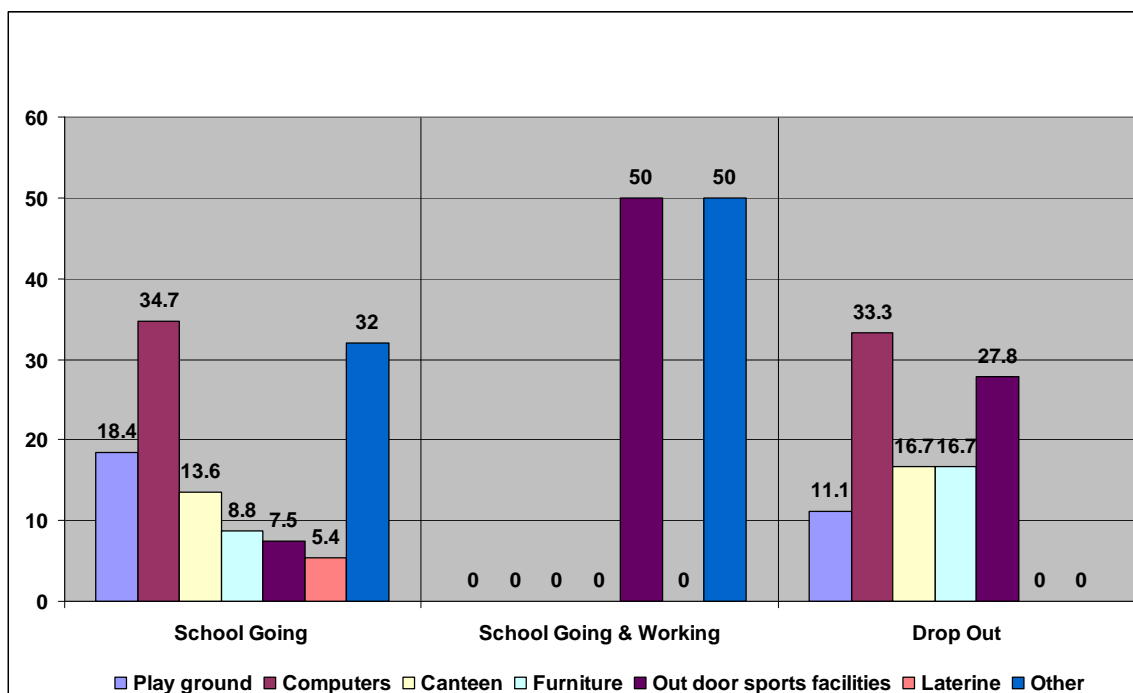
204. **Reasons for Disliking School Attendance:** Regarding the reason for disliking school attendance, substantially different patterns were observed among children. Those who were school dropouts mentioned financial constraint such as "cannot afford" as the primary reason behind their dislike for school attendance as 50% opted for this response. In contrast, among school going children, equal importance was given to four reasons (25% each) "cannot afford", "teaching methods are not attractive", "the school day is too long", and "don't do well in school". This implies that a study program better catered to students who are also expected to bring home some income may help prevent school dropouts.

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



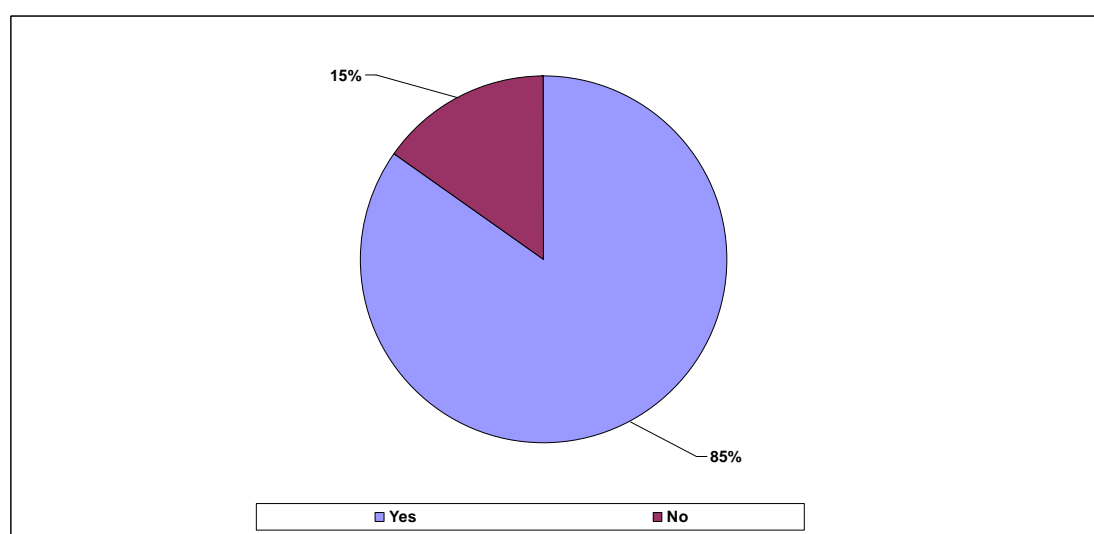
205. **Facilities School Lack:** Children's perceptions about the facilities school lack will be of interest to intervention strategists. Most school going children selected lack of computers to be the most frequent response category (34.7%), followed by 33% school drop outs who selected this category. None of the workers, who were school-going as well, selected computers as facilities that school lacked. Nearly 29% school dropouts thought schools lacked outdoor sport facilities.

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



206. **Percent Distribution of Children Liking their Work:** When asked if the working children liked their work, a clear majority of 84% said yes they did. 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



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207. **Parents Perception if Children were Happy with Their Work:** When parents were asked if they were happy about their children's work, a majority (65.9%) said they were not.
208. **Future Professions of Working Children:** The question on what future professions would they desire to have, most (41.3%) children in the surgical instruments manufacturing industry said they would like to become mechanical workers. Other most desired future professions were businessmen (21%), and industrial worker (7.3%).

### Percentage Distribution of Children by Future Professions

Future Profession	%	Future Profession	%
Mechanical worker	41.3	Shop assistant	2.5
Carpenter	0.5	Doctor	2.8
Blacksmith worker	0.5	Engineer	0.3
Industrial worker	7.3	Teacher	1.3
Tailor	0	Government Employee	0.8
Agriculture worker	0	Armed Forces	2
Mason	0.3	Other	16.3
Businessman	21	Do not Know	5.5

209. **Parents' Preferences for Future Professions of Working Children:** Parents had comparatively different preferences for the future profession of their children with mechanical worker (56.8%) attracting the most frequent response followed by armed forces (34.1%), and industrial workers (4.5%).

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

Future Profession	%	Future Profession	%
Mechanical worker	56.8	Shop assistant	0
Carpenter	0	Doctor	0
Blacksmith worker	0	Engineer	2.3
Industrial worker	4.5	Teacher	0
Tailor	0	Government Employee	0
Agriculture worker	0	Armed Forces	0
Mason	0	Other	34.1
Businessman	2.3	Do not Know	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 or her work as 65.9% of the parents indicated this benefit. The next

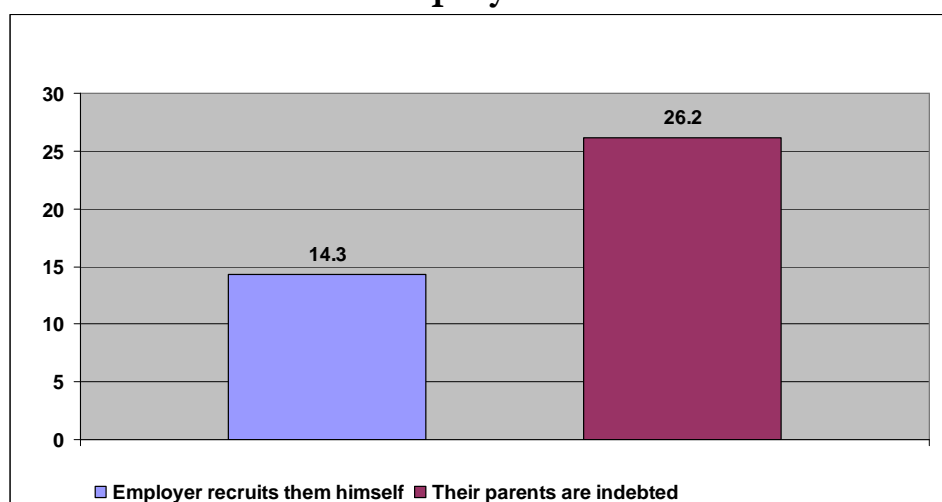
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important reason was to learn a trade or apprenticeship (25%), followed by the category "to help with family vacation".

## EMPLOYERS' VIEWS

211. The following section presents findings from interviews with employers. The goal was to assess working children's issues surrounding employers. More specifically, this module aimed at appraising the salient features of employers, such as modes of recruitment, the 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 surgical instruments manufacturing industry. There were 59.5% employers who said they come on their own. A large proportion of employers (26.3%) admitted that working children's parents were indebted to them and that is why children worked for them. These findings have under currents of bonded child labor. The proportion is large enough to deserve intervention.

### Percentage Distribution of Employers by Mode of Employment

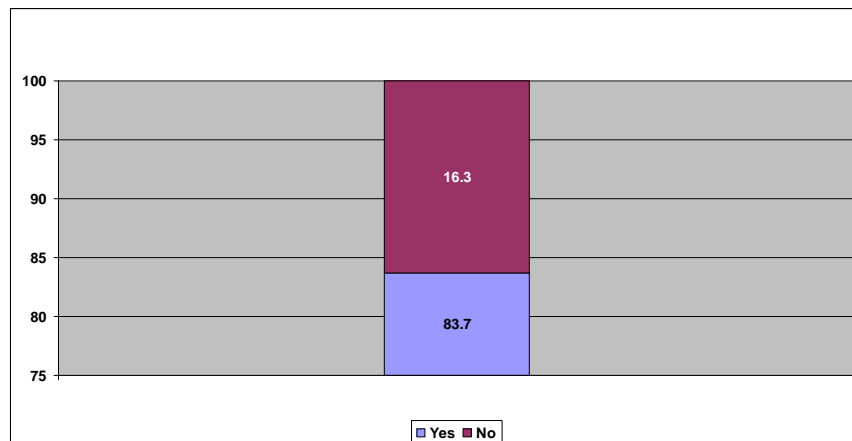


213. **Average Income of Employer:** The income of the employer, is an indication of the size of their operation. It deserves mention that this is the self reported income, and is likely to be underreported for all practical reasons. The average daily income of the employers in the surgical instruments manufacturing industry is Rs.249 per day. This indicates that children work along their parents for small time contractors.
214. **Knowledge of Legal Aspects of Employing Children:** In surgical manufacturing industry, 90% employers acknowledged having knowledge about legal aspects of child labour. The idea is that employers with knowledge of legal aspects of employing children are less likely to violate children's rights, and may be more sensitive to avoid hiring children if possible.



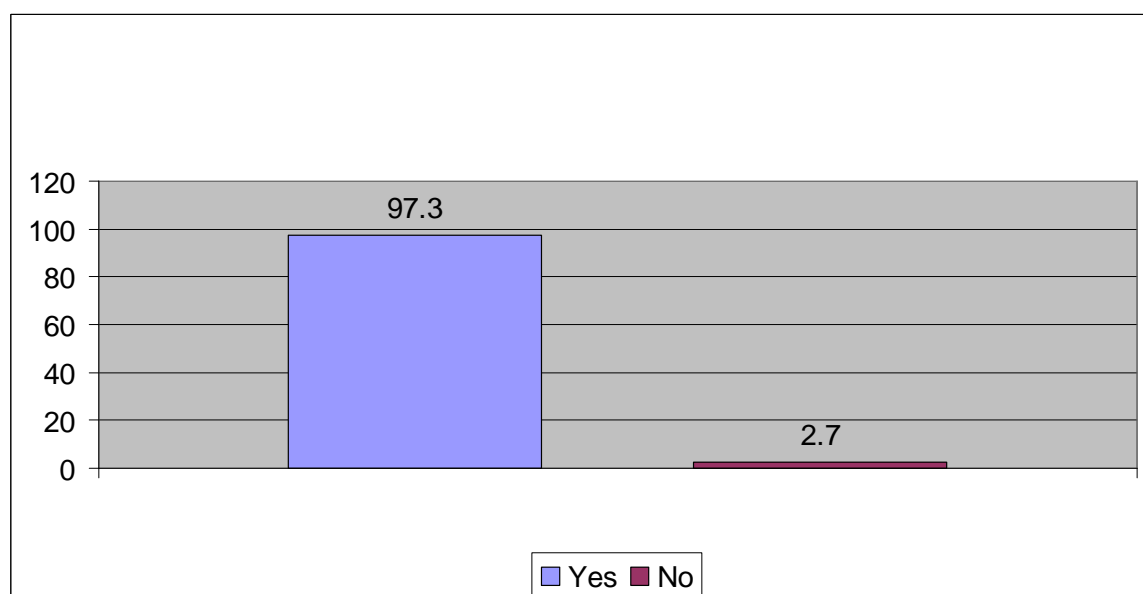
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215. **Employers' Perceptions on Efficiency of Educated Child Workers:** Employers were asked whether they thought if an educated worker is more efficient. In surgical manufacturing industry, roughly 84% employers thought educated worker were more efficient. This is an indirect indication of their receptiveness to the idea that both employers and children will be better off if they were educated or had a chance for more education.

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



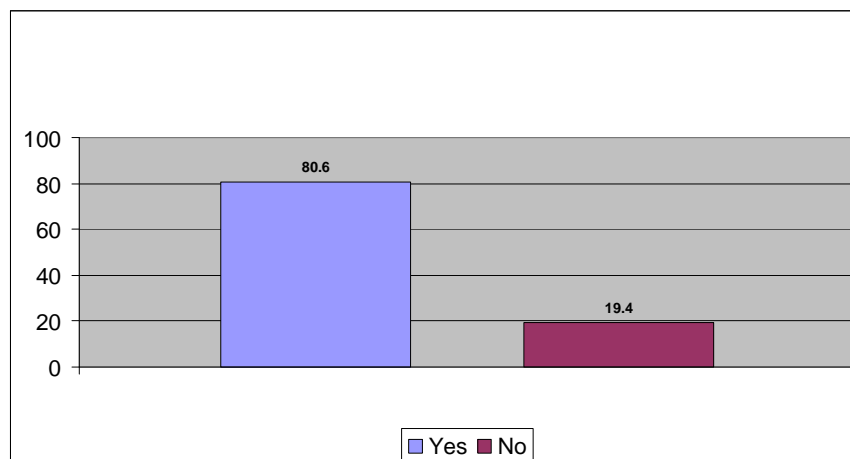
216. A relatively direct question asked employers if non-formal schools should be opened in their area. Very encouraging responses came from employers in all four industries, including the surgical manufacturing industry. Over 97% employers in surgical instruments manufacturing industry showed that they were in favor of such development.

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



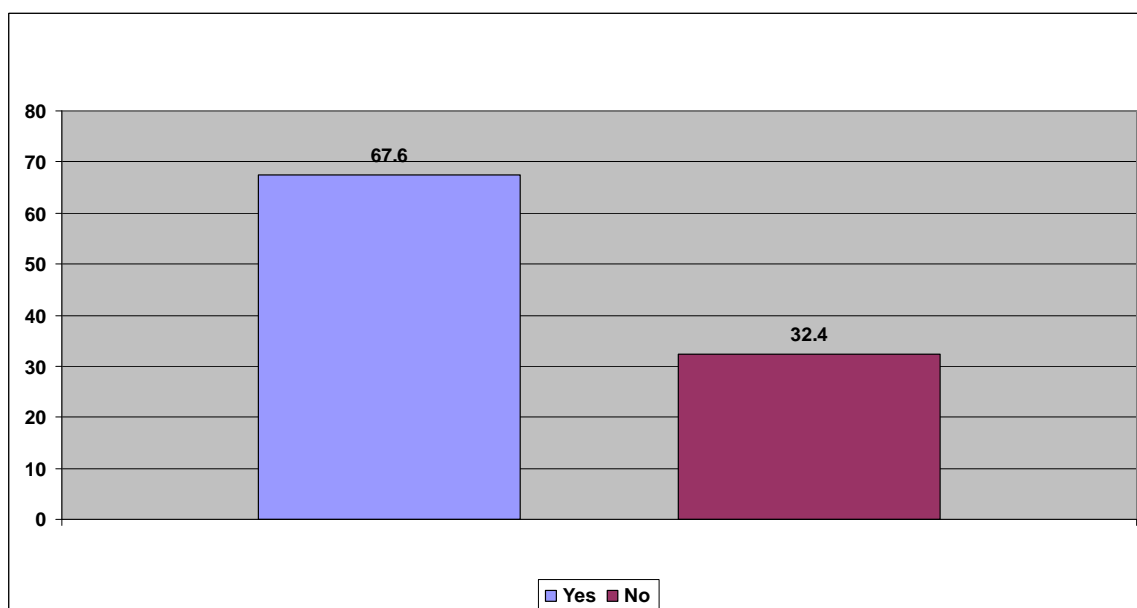
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217. Employers, when asked if they were in favor of employers' participation in the management of non-formal school (NFSs), again a large fraction (80.6%) favoured such participation by the employers. The idea is that if such intervention has a buy-in from employers the likelihood of its success is greater.

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



218. Even more encouraging is the fact that a great proportion (87.6%) of employers said they will contribute financially to make the schooling effort more sustainable.

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

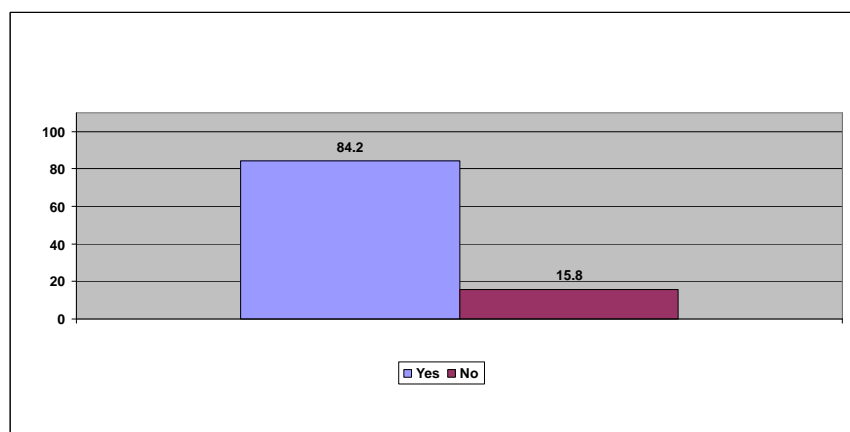


219. An overwhelming receptiveness to the idea of non-formal schooling is apparent from the great proportion of employers (84.2%) who gave an affirmative answer
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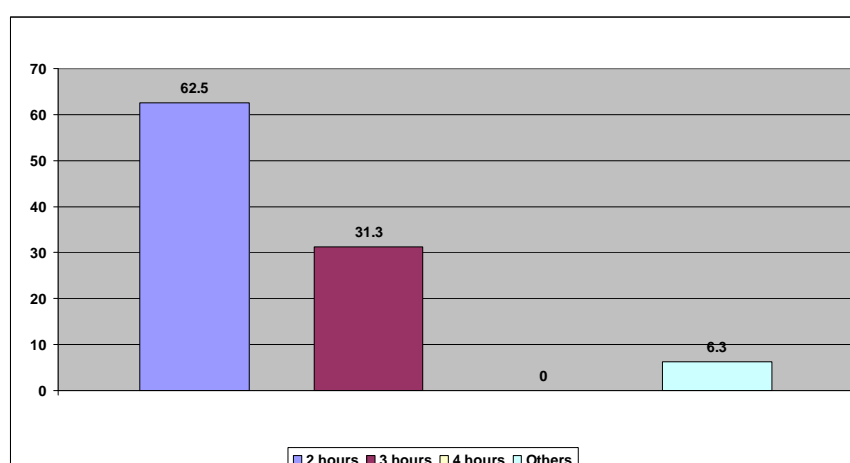
to the question asking them if they would be willing to spare child workers for NFSs.

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



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 (62.5%), or 3 hours (31.3%) participation in NFSs.

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

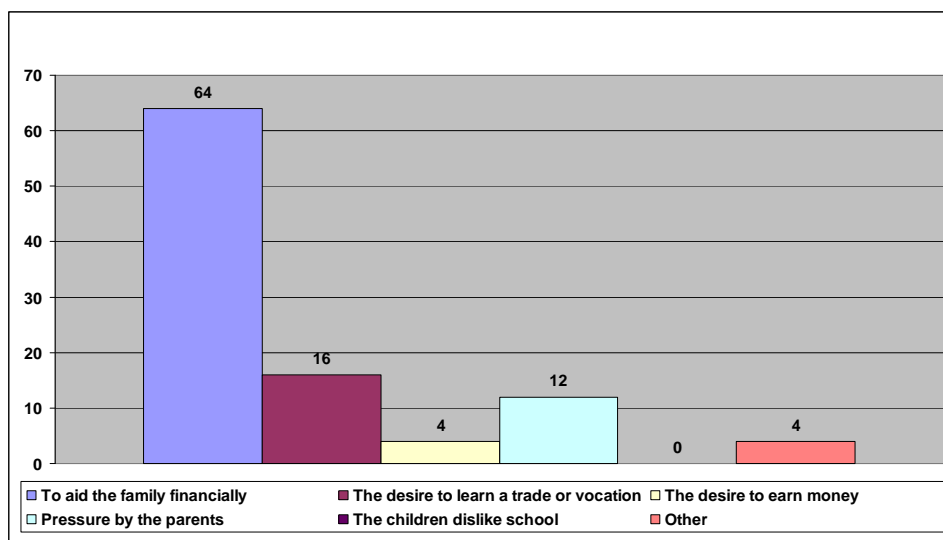


## TEACHERS' VIEWS

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 (64%) thought that financial contribution to aid their family was the most important reason for children to work. This reinforces the similar response patterns by children and parents alike. Another 16% percent thought it was in response to a desire to learn

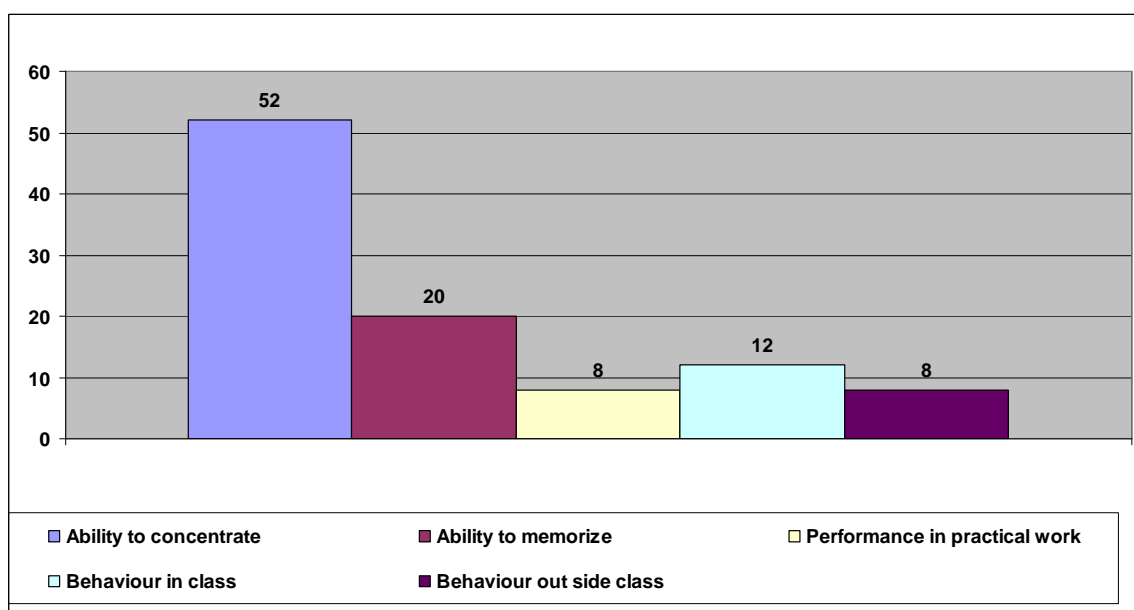
a trade. Some teachers (12%) thought that children work because they are pressured by the parents.

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



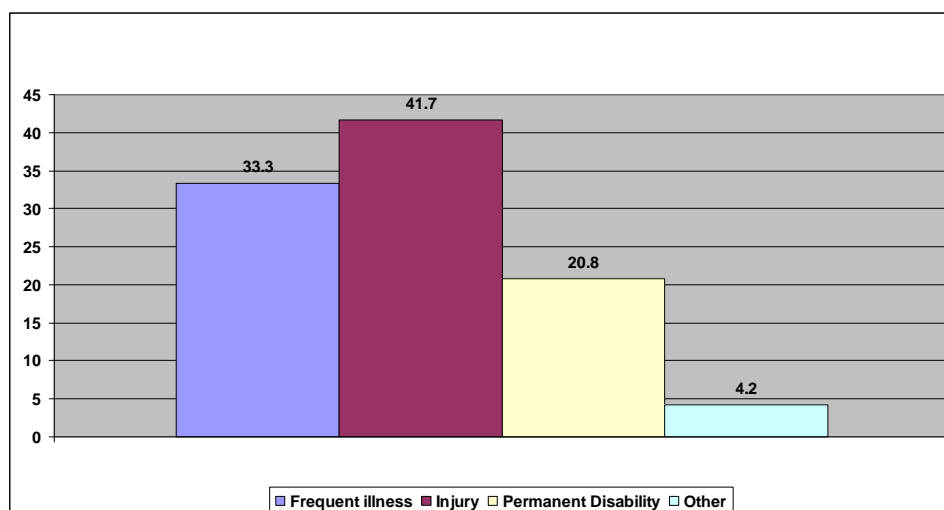
223. **The Manner in Which Children's Work Effect Them:** The child labor was thought to affect adversely children's ability to concentrate as 52% teachers shared this opinion. Those who thought children's ability to memorize was also effected were relatively smaller in proportion (20%). Another 8% teachers also selected two categories, namely, children's ability to perform practical work, and their behaviour outside the class.

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



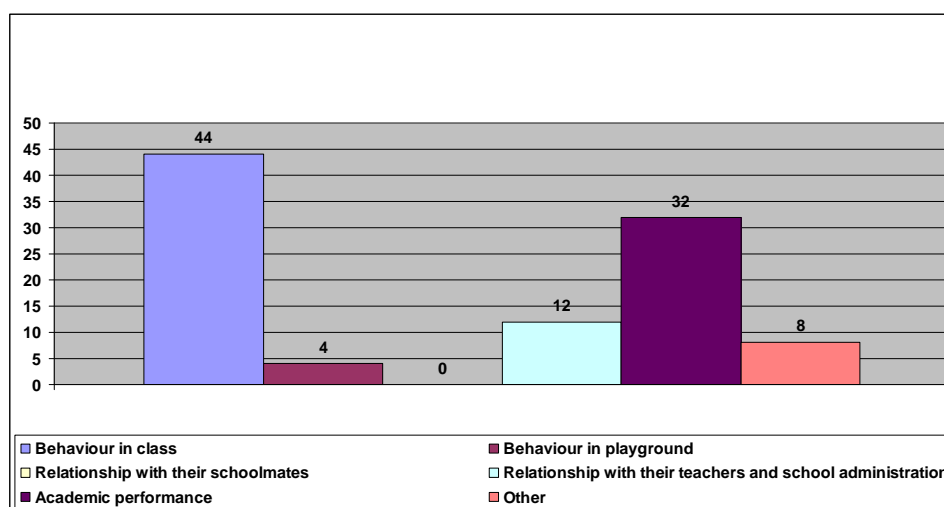
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224. **The Kind of Support Given by the School to Working Children:** Schools provided financial support was the most frequent response (38.9%). The next most frequently provided support (22.2%) was psychological and emotional support.
225. **Psychological Hazards of Work Facing Children:** Of those who thought work caused psychological problems for children, 36% mentioned the milder kind of problem "lack of confidence" or "shyness". Another 9.1% gave a variety of reasons categorized under the "others" category. The remaining 55% respondents mentioned severe problems such as depression. This is a form of mental abuse associated with child labor.
226. **Physical Hazards of Facing Working Children:** Of various kinds of possible physical hazards, injury (41.7%) and frequent illness (33.3%) were most frequently mentioned by the teachers. Permanent disability was perceived to be a threat by a striking fraction of nearly 21%.

### Percentage Distribution of Teachers by Perception about Physical Hazards



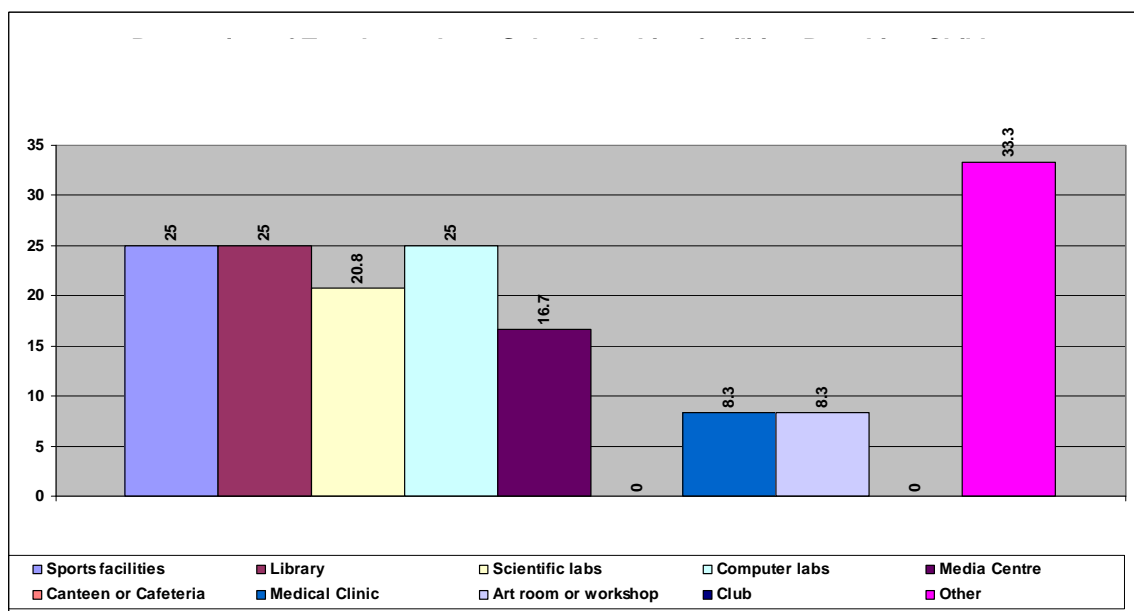
227. **Teachers' Perceptions About Reasons for Children's Drop Out:** When asked what were the most common reason's for children's drop-outs, a considerably large percentage (68.2%) thought the principal reason was that teachers physically punish students. Another 18.2% thought that the primary reason was that teachers ignore students. Both signify the need to make schools more attractive and teachers less intimidating.
228. **Teachers' Perceptions About Behavioural Difference Between Working and Non-Working Students:** Regarding the perceived differences between students who work and those who just study, 44% thought they behave differently in class, and 32% thought there were differences in academic performances. Another 12% though it made a difference in relationship with their teachers and administration.
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## Perception of Teachers by Behavioural Differences between Working and Non-Working Children



229. **Teachers' Perceptions About What Facilities are not Available at School that Might Cause the Children to Drop-out from School:** Teachers picked the three most common facilities at equal frequency (25%), namely availability of computer labs, sports facilities, and libraries. Scientific labs were mentioned by 21% of the teachers.

## Percentage Distribution of Teachers by Perception about School Lacking Facilities Resulting Children to Drop-Out from School



230. **Teachers' Perceptions About the Extent of Labour Among Children in Their School:** In response to the question on how common was the child

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labour in school, 12.5% thought there were "many cases" of child labour in school. Exactly 50% said there were a few cases.

- 231. Suggestions to Attract, and Retain Working Children, and Improve Their Performance:** Free education for children was thought to be an important strategy by exactly 68% of the teacher, if schools were to attract and retain more children or to improve their performance. Good teachers (40%) and evening schools (36%) were next most frequent responses.

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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 of the shops.
234. In all, 4 Focus Groups were conducted in various areas of Surgical Manufacturing Industry in Sialkot.

#### Location & Types of FGs

Place	Parents / Children	Contractors / Owners / Workers	Working Children	Key informants	Total
Sialkot	1	1	1	1	4

235. Two experienced Focus Group Moderators (a male and a female) were accompanied by Facilitator and a 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 reportteurs' 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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## Guidelines for Focus Group

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

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

## 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>2. Socio-economic problems relating to surgical instruments manufacturing industry owners'.</li> <li>3. Surgical instruments manufacturing industry owners' level of awareness of child labour.</li> <li>4. Surgical instruments manufacturing industry owners' views about the wages of labour.</li> <li>5. Surgical instruments manufacturing industry owners' views about the health hazardous.</li> <li>6. Surgical instruments manufacturing industry owners' view about the work performance of the educated and uneducated child workers.</li> <li>7. Surgical instruments manufacturing industry owners' view about the opening of the non-formal schools in the specific area.</li> </ol>	<ol style="list-style-type: none"> <li>a. What are the general issues and problems faced by the surgical instruments manufacturing industry owners'?</li> <li>b. Do you find this industry profitable?</li> <li>c. Are you aware that it is illegal to employ children below 18-years?</li> <li>d. How do you pay the children?</li> <li>e. How much do you pay your child workers?</li> <li>f. What do you do when your child worker is injured?</li> <li>g. Do you think that an educated worker will be more efficient?</li> <li>h. Do you think that non-formal schools should be opened in your area?</li> <li>i. Would you contribute financially to sustain the school?</li> <li>j. Would you like to send your child workers for education in NFE schools?</li> </ol>	<p>Related questions from interview schedule (D)</p>

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## FINDINGS OF FOCUS GROUPS

238. Conditions prevailing in the Surgical Instrument Manufacturing Industry in Sailkot are different from those of others industries. Focus groups were held with parents, working children and owners/manufacturers/contractors.
239. The significant findings drawn from the synthesis of focus groups with parents Owners/manufacturers/contractors and working children in Sailkot are as follows.
240. A variety of causes were discussed by various participants and key informants. For instance, as for parents, the most important reason is poverty as this phenomenon was reiterated by almost all the participants. Other reasons include, absence of father, child own desires, large family size and lack of interest in education. In some cases the male head of the family is an addict, which makes the life of other members miserable. In such cases it was cited that the mothers have to be strict with their children and have to send them to work in surgical shops. Employers had slightly different views. When children could not meet their parent's desires to go to school, their parents sent them to work. Children on the other hand shared both parents as well as employers views as they thought lack of basic necessities of life compel them to join work force. In addition, self perceived fears of future unemployment if they were to go to school, was revealed one of the reason.
241. Parents were not in the favour of taking away children from work as their poverty does not allow them to do so. All the participants were of the view that inflation has made life difficult for the common people. It was becoming difficult for the poor to make the both ends meet. The wages were low, so beside the head of family others have to work to survive. Employers had different views. They thought that children are more efficient as compared to adult worker and that is why they hire more children. Besides these they are available as cheap labour. Boys of age 18 and above left work place after learning valuable skills but children below this age do not leave because they are dependent upon parents for housing and security. Children seemed to be satisfied working for them.
242. Almost all the participants mentioned some ailment associated with working in Surgical Manufacturing Industry such as respiratory problems, eye sight infection and cuts and wounds were routine in that work, some time during the grinding process grinding wheel (saan) break down, and there is a possibility that the workers may get life threatening injuries. Polishing affects the skin and respiratory system as use of chemicals were also involved in this process
243. Almost all the parents were dissatisfied with the working conditions especially long working hours made their children sick. A majority of working children seemed to be satisfied with the working conditions. They desired working hours should be short and to be paid more.

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244. Participants had different opinion regarding education. Most parents did consider education to be important but some voiced the opinion that education was useless. Still most parents aspired that their children should get higher education. Presence of adequate non formal schools my bridge the gap in children's life. Besides, working children might be able to get education, which may not be possible if the family had to pay expenses of their education. Owners, manufacturers and contractors were in the favour of vocational education and not so much in the favour of formal education. A large majority of children aspired to attain education up to matriculation level but some wished to become doctor and teachers. A few were not interested in education. Mostly children also demanded more school and sports facilities. Some children who were school dropouts thought they would prefer going back to school if schooling was affordable, and if their parents allowed them to switch to schooling.
245. "If I will not work on shop how am I going to survive?" was a typical answer of a working child

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## **Profile of a Typical Child in Surgical Instruments Manufacturing-Sialkot**

- 246.** Jamil is a 13 year old boy who is going to be 14 in few months. Interestingly, working in the surgical instruments manufacturing is considered a man's profession. Jamil lives in a rented house with his father, mother and 5 other siblings. He is the second child of his parents, born after his older sister.
- 247.** 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.5,685 per month, averaging Rs.778 per person in his household. This level of income puts his family close to the poverty line of Rs.750 per capita, established in 2002-2003. Unlike 26% of other children who are also responsible for financially supporting the family, his father is primarily responsible for family's financial needs, like 73% other children in the community.
- 248.** His own wages are pretty meager, averaging Rs.780 per month, which constitutes roughly 14% 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.1732 per month.
- 249.** As is true about 68% other children in his industry, his mother is illiterate and so is his father, like 63% other children. Like 89% of other children in the industry, Jamil 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 and write unlike 46% of other boys in his community working in the same industry. When he was younger, he started going to school but dropped out because his parent did not have enough money for his schooling, and they perhaps needed his economic contribution too. Thanks God, Jamil is lucky to feel he gets enough to eat, unlike 5% boys in the industry who feel they do not get enough food.
- 250.** Jamil got to join the industry because of his father, who was already in the same industry. 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.
- 251.** There are work hazards in his work, including rare penalties from the employer. Various tasks such as grinding and polishing involve the risk of cuts and chemical burns. Fitting and riveting is a relatively milder task which too is assigned to him some times. The work hazards make him vulnerable to injury, particularly cuts and wounds. Regardless of occasional injuries, he is not convinced about the need to use any protective gear and gadgets such as hand gloves, face mask, or protective eyeglasses. There are many fear factors in his life, but he is afraid of his employer the most. Some of his friends are afraid of Police the most. He also has to face light to medium abuse in job occasionally.

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252. 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, if time permits doing so. Some of his friends smoke at this early an age but he doesn't. Neither does he use drugs.
253. Like 62% other boys at his work, Jamil had to drop out of school to start working. He regrets his failure to continue schooling, although his parents are convinced that schooling may eventually result in unemployment, and hence schooling is not perceived to be their best option. He, on the contrary, will consider going back to school if one was affordable and he could be spared for that time. In that case, he wishes to go for full time formal education but 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.
254. He would like to become a businessman, a doctor, or a teacher 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.



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## VI. CONCLUSION AND RECOMMENDATIONS

### Conclusion:

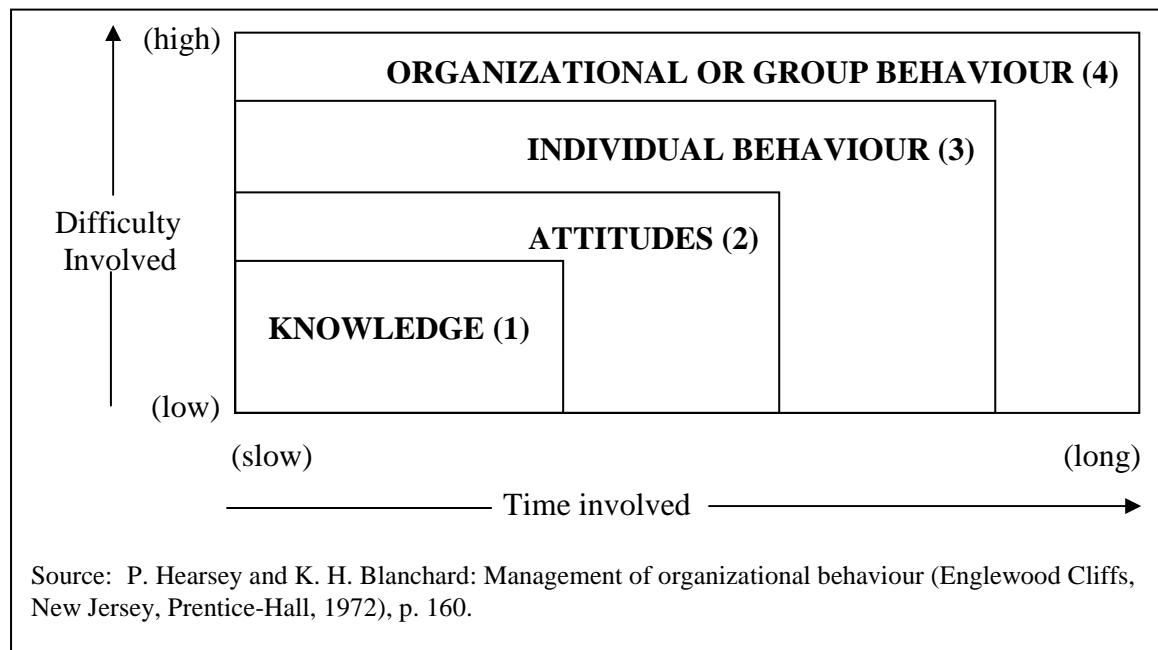
255. A sizeable incidence of child labour was evident in Base Line Survey (BLS) with estimated 5,800 Child workers in surgical instruments manufacturing industry in Sialkot. Most children came from poor households and mostly had illiterate parents. The average monthly income per person was Rs.830 for surgical instruments manufacturing in Sialkot. In both qualitative and quantitative components of our research, poverty appeared to be the root cause of child labour and an important factor behind decisions to dropping out of school. The most frequent primary reasons for children for dropping out of school were, "parents did not have enough money/poverty", and "child wanted to help family financially". A noticeably high proportion of children mentioned they were working to help family financially.
256. 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.
257. 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 their high priority. This was 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 were needed to improve the situation in this direction.

### Recommendations

258. In order to eliminate worst forms of child labour, both preventive as well as corrective strategies are proposed. 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.
259. 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.

260. 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

261. 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 child labour.

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The research reveals that employers target child labourers because they perceive children to be a cheap source of labour, as well as more malleable workers. This implies urgency in sensitizing employers about need to eliminate child labour.

- Carefully designed educational and informative conferences and/or seminars to be arranged to restore the self esteem and dignity of labour.
- Labour Department working with industry should work with 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, 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 because to stop supply of labour at the source, alternative sources of productive engagement are also to be made available to children.
- Education should also be made more affordable, particularly for the children from poor families. For working children, evening schools and school with shorter duration should be arranged.
- Quality of education should be enhanced and education should be made attractive and relevant to help reduce the tendency to drop out of school. This is in line with the findings of this study that an overwhelming majority of school-going children showed an inclination to go to school, if one was arranged for them.
- Issues concerning child labour, including information about the hazardous nature of child labor, and gender biases should be incorporated into the educational curriculum of formal and non-formal schools for both males and females students.

### **Occupational Health Hazards and Safety Measures**

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

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child labour, and raising awareness about the value of education and other positive alternatives. The Occupational Health and Safety (OHS) study recently undertaken by ILO which yields detailed insights on the issue.

- In addition to seminars, workshops and group meetings must also be arranged on a sustainable basis, to promote norms for adopting preventive health measures through use of gears and gadgets, such as face mask, protective eye glasses, special boots/shoes, gloves, and head cover.
- 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: 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 the surgical instruments manufacturing.

### **Partnerships and Capacity Building**

- ILO should consider building essential alliances with reputed NGOs and consultation agencies working in the child labour issues to use them as catalyst-facilitators, trainers and monitors in working toward the common goal of reducing child labour and its ill effects.
- In order to rectify the problems facing child labourers, cross-agency partnerships should be prompted till the operations are fully streamlined and self sustained. These partnerships are to be supported by ILO and jointly planned and monitored by ILO and Government Agencies, in association with relevant international agencies such as UNICEF, and United Nations Department for Assistance Framework (UNDAF), the other related Government Departments and other stakeholders.
- ILO should organize forum(s) for building consensus among various 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

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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 conferences, meetings, workshops and conferences in order to motivate electronic media and to gain its confidence, later to be used to promote awareness and provide general education.

### **Ongoing Monitoring of Intervention**

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

### **SPECIFIC STRATEGIES**

- NFE schools and vocational institutes should be established for providing non-formal education to children. The intervention models for the Sialkot's working children already exist in the soccer-ball industry. These best practices should be adopted for the kids in surgical instruments industry. In accordance with the target population of children, one NFE school for every 40 children in the target population may be established as a first step. Children, 14 and over will be the most difficult to disengage from labour, particularly because children in this industry showed more loyalty to the industry than children in other industries
- Considering frequently reported cuts and wounds, educational seminars in Sialkot should place a special emphasis on ways of avoiding injury from sharp tools used and manufactured in the industry. The use of protective gears and gadgets must also be promoted in these seminars. OHS study, currently being undertaken, yields detailed recommendations on this aspect.

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# ANNEXES

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## SIALKOT SURGICAL INSTRUMENTS MANUFACTURING INDUSTRY REFERENCE TABLES ON BLS & DO SURVEY

### a) Household profile:

Table: 1 Household's Demographic and Economic Profile

	Working Children	School Going	School Going & Working	Drop Out
Average Household Size	7.8	7.3	8.5	7.6
Average Household Income	5685	10002	5500	4646
<b>Father's Employment/ Occupational Status</b>				
• Working in the above mentioned industry	50.8			
• Cultivate/harvest agricultural products	6.1			
• Industry worker in some other industry	6.4			
• Make handicrafts	1.3			
• Newspaper selling	-			
• Run grocery shop	0.5			
• Flower selling	0.3			
• Laundry work	0.3			
• Repairs tools	0.8			
• Car wash	-			
• Shoe polishing	0.5			
• Transportation of goods	1.5			
• Household chores	-			
• Mason	5.9			
• Auto workshop	1.0			
• Old to work	-			
• None	-			

Table: 1 Cont...

	Working Children	School Going	School Going & Working	Drop Out
Domestic Worker	5.1			
Not Applicable	-			
Government Employee	-			
Shopkeeper	-			
Carpenter	-			
Driver	-			
Laborer	-			
Other	19.6			
<b>Mother's Educational Level</b>				
• Illiterate	67.8	32.6	50.0	55.0
• No formal education, but can read and write	2.3	1.4	-	-
• Pre-School	0.3	-	-	5.0
• Primary School	14.3	24.8	-	25.0
• Middle School	10.3	11.3	50.0	-
• High School	4.4	9.9	-	15.0
• Higher Secondary School	-	10.6	-	-
• Higher Qualification	0.3	8.5	-	-
• Technical Education and Vocational Training	-	-	-	-
• Do not Know	0.3	-	-	-
• Invalid	-	0.7	-	-
• Skipped	-	-	-	-
<b>Father's Educational Level</b>				
• Illiterate	51.6	22.9	50.0	47.8
• No formal education, but can read and write	2.7	-	-	-
• Pre-School	0.3	-	-	-
• Primary School	18.0	19.3	50.0	17.4
• Middle School	12.1	10.0	-	-
• High School	14.2	22.1	-	30.4
• Higher Secondary School	0.3	12.1	-	-
• Higher Qualification	0.3	10.9	-	4.3
• Technical Education and Vocational Training	-	-	-	-
• Do Not Know	0.5	-	-	-
• Invalid	-	0.7	-	-



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	-	-	-	-
• Part time school and full time work	11.0	-	-	-
• Part time school & part time work	0.2	-	-	-
• Not in school & full time work	88.7	-	-	-
• Full time school & not working	-	-	-	-
<b>Child's Rank Among Siblings</b>				
• 1 <sup>st</sup>	22.3	19.0	-	12.0
• 2 <sup>nd</sup>	25.8	18.4	-	28.0
• 3 <sup>rd</sup>	18.8	18.4	50.0	12.0
• 4 <sup>th</sup>	16.0	19.7	-	12.0
• 5 <sup>th</sup>	18.3	12.2	-	32.0
• 6 <sup>th</sup>	5.5	6.1	50.0	-
• 7 <sup>th</sup>	2.3	3.4	-	-
• 8 <sup>th</sup>	0.5	1.4	-	4.0
• 9 <sup>th</sup>	0.3	1.4	-	-
• 11 <sup>th</sup>	0.3	-	-	-
• 12 <sup>th</sup>	-	-	-	-
• 13 <sup>th</sup>	-	-	-	-
<b>Parent's Marital Status</b>				
• Parents living together	90.0	92.5	100.0	84.0
• Divorced, living separately	0.3	0.7	-	-
• Widow mother	6.0	6.2	-	8.0
• Widower, father	2.3	0.7	-	8.0
• Step mother	0.3	-	-	-
• Step father	-	-	-	-
• Both deceased	0.5	-	-	-
• Others	0.8	-	-	-
• 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	22	13	45
8 – 9	11	10	21

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

	School Going Only	School Going and Working
To help the family financially/ poverty	64.3	100
Parents under debt	1.8	-
Pressured by the family	3.8	-
Because father is dead	1.8	-
Because father is addict	0.5	-
Because father is unemployed	0.3	-
To learn a trade/vocation	18.8	-
Low academic achievement	16.0	-
Low educational returns	1.3	-
Mistreated by teachers	0.8	-
Mistreated by peers	0.3	-
Friends are also working	1.3	-
To pay school fee	-	-
Family vocation	-	-
Other, specify	10.5	-

## 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	-	-	-
Part-Time School & Full-Time Work	11.0	11.0	-
Part-Time School & Part-Time Work	0.3	0.3	-
No School & Full Time Work	88.7	88.7	-

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

	Total	Male	Female
Can Read	54.4	54.4	-
Can Write	45.5	45.5	-

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

	Total	Male	Female
Attending Formal School	2.2	2.2	-
Attending Non-formal School	9.0	9.0	-
Not Attending School	88.7	88.7	-

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

	<b>Total</b>
Illiterate	19.1
Pre-School	2.7
Primary	0.5
Middle	16.7
High School	6.3
Above Matric	0.2
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	14.3
Parents don't have enough money/Poverty	42.9
To help the family financially	28.6
Child would like to learn a vocation	
Low academic achievement of Child	-
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	14.3

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	72.2
Shorter Duration	5.6
Good Teachers	-
Free Education	38.9
Free Refreshments	-
Other	-
Do not know	11.1

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

<b>Reasons</b>	<b>% Age</b>
Parents didn't want me to stay in school	20.8
Parents didn't have enough money/Poverty	29.2
Wants to help family financially	8.3
Like to learn a vocation	16.7
Low academic achievement	12.5

Teachers treated badly	-
Education was pointless	4.2
School environment was uncomfortable	-
No guidance at school	-
Wanted to be like friends	-
Other	8.3
Invalid	-

### C) Financial Attributes:

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

Persons	% Age
Father	73
Mother	6.3
The child, himself	26.4
Brother	36.5
Sister	0.8
Any other family member	1.3
Outsider	-
Other	-

Table: 11 Percentage Distributions of Children by Monthly Earned Income

Income Level	5 - 9	10 - 14	15 - 17
000 – 999	76.9	65.6	27.1
1000 – 1999	15.4	27.0	26.6
2000 – 2999		6.9	28.7
3000 and above	7.7	0.5	17.6

Table: 12 Summery statistics of Children by Monthly Earned Income

Income Level	5 – 9	10 - 14	15 - 17
Minimum	100	50	0
Maximum	4500	4000	5000
Mean	830.8	779.6	1732.5
Standard Deviation	1174.3	588.7	1136.9

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	84.6	80.4	48.1
25.1 – 50.0	7.7	14.7	38.4
50.1 – 75.0	-	3.26	8.1
75.1 - 100	7.7	1.63	5.4

## 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	46.2	31.1	20.5
1 year	30.8	30.1	24.2
2 years	23.1	19.7	17.4
3 years	-	11.4	15.8
4 years	-	6.7	9.5
5 years	-	0.5	4.7
6 years	-	-	2.6
7 years	-	-	3.2
8 years	-	-	0.5
9 years	-	-	1.6
10 years	-	-	-
11 years	-	-	-

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

Person	% Age
Parents	51.8
Relatives	20.5
Self	21.3
Friends	2.5
Other	4.0

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

Age in years	% Age
2	-
3	0.8
4	0.5
5	-
6	1.0
7	2.0
8	7.3
9	8.5
10	12.0
11	11.3
12	14.8
13	14.0
14	11.0
15	9.0
16	5.0
17	2.0

Table: 16 Average Work Duration of Working Children per Day

Average Work Duration (in hours)	9
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Table: 17 Percentage Distributions of Children by No. of Work Days per Week

Days	Working Children	School going & Working
1	1.5	-
2	-	-
3	-	-
4	0.5	-
5	0.5	-
6	93.5	-
7	4.0	100.0

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

Category	5 - 9	10 - 14	15 - 17
Mostly	7.7	6.7	5.2
Sometimes	53.8	50.0	39.4
Seldom	38.5	43.3	55.4

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

Type of Fear	% Age
Police	9.5
Contractor/Employer	37.3
Drug peddlers	-
Dogs	1.3
Big boys	0.8
Father	-
Mother	-
Brother	-
Other	51.3
Do not Know	-

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

Category	% Age
Mostly	19.0
Sometimes	71.9
Seldom	9.0

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

Category	% Age
Yes	10.5
No	89.5

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

<b>Illness/Injury</b>	<b>% Age</b>
Back pain due to heavy load	—
Respiratory problem	—
Fever	—
Skin disease	7.1
TB	2.4
Water borne disease	-
Fractures from heavy load	-
Headache	2.4
Cough	-
Stomach Pain	-
Cuts/wounds	85.7
Heat stroke	-
Tetanus	-
Burns	-
Other	2.4

Table: 23 Percentage Distributions of Children Consulted Medical Professional

<b>Category</b>	<b>% Age</b>
Yes	38.1
No	61.9

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

<b>Reason</b>	<b>% Age</b>
Lack of Money	40.0
No Health Outlet/Dispensary	-
Not Necessary to Consult	53.3
Other	6.7

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

<b>Protection</b>	<b>% Age</b>
Does not wear any protection	87.5
Boots/Shoes while working	0.5
Gloves	0.8
Head cover	0.5
Face mask on mouth & nose	1.0
Glasses	9.8
Other	-

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

Age in years	Working Children	School going & Working
2	0.5	0.5
3	0.5	0.5
4	0.3	0.3
5		-
6	0.8	0.8
7	2.5	2.5
8	9.0	9
9	8.5	8.5
10	12.5	12.5
11	12.3	12.3
12	17.5	17.5
13	13.5	13.5
14	8.5	8.8
15	4.3	7.3
16	5.3	5.3
17	0.8	0.8
Other	-	-
Invalid	-	-

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

Stop School	% Age
Yes	61.8
No	38.3

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

Person	% Age
Parents	56.8
Relatives	14.8
Self	22.3
Friends	2.3
Other	4.0

### e) Personal Behavior

Table: 29 Percentage Distributions of Children Who Get Enough Food

Get Enough Food	% Age
Yes	94.8
No	5.3

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

	Yes	No
Smoking	3.8	96.3
Drugs	0.3	99.7



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

Period	% Age
Less than 6 month	-
Less than 1 year	53.3
Less than 2 years	33.3
More than 2 years	13.3

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

Place	% Age
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)

	5 – 9	10 - 14	15 - 17
Yes	83.3	65.9	47.9
No	16.7	34.1	52.1

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

Yes	68.0
No	32.0

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

Formal (full time)	47.1
Formal (part time)	35.3
Vocational/Technical (full time)	11.8
Vocational/Technical (part time)	-
Formal & Vocational	-
Other	5.9

Table: 36 Percentage Distributions of Children by Abuse in Job

Yes	44.3
No	55.7

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

Light	49.4
Medium	44.9
Heavy	5.6

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

	<b>Good</b>	<b>Fair</b>	<b>Bad</b>
Cleanliness	36.0	56.3	7.8
Lighting	42.8	51.8	5.5
Ventilation	41.0	52.0	7.0

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

Safe	45.5
Unsafe	42.8
No Comments	11.8
Do not Know	-

Q. 40 : Kind of task child is performing:

	<b>5 – 9 years</b>		<b>10 – 14 years</b>		<b>15 – 17 years</b>		<b>Total</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Forging	0	0.0	2	1.0	0	0	2	0.5
Die Making	0	0.0	1	0.5	2	1.0	3	0.8
Metal Cutting	0	0.0	11	5.7	5	2.6	16	4.0
Annealing	0	0.0	1	0.5	0	0.0	1	0.3
Milling	0	0.0	0	0.0	5	2.6	5	1.3
Trimming	0	0.0	1	0.5	3	1.6	4	1.0
Grinding	2	15.4	58	29.9	55	28.5	115	28.8
Planting	0	0.0	2	1.0	3	1.6	5	1.3
Tamping	0	0.0	1	0.5	1	0.5	2	0.5
Fitting and Riveting	1	7.7	56	28.9	45	23.3	102	25.5
Cleaning	1	7.7	1	0.5	2	1.0	4	1.0
Polishing	3	23.1	27	13.9	50	25.9	80	20.0
Packing	1	7.7	2	1.0	1	0.5	4	1.0
Other	5	38.5	31	16.0	21	10.9	57	14.3
<b>Total</b>	<b>13</b>	<b>100.0</b>	<b>194</b>	<b>100.0</b>	<b>193</b>	<b>100.0</b>	<b>400</b>	<b>100.0</b>

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

Yes	16.3
No	83.7

### 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	85.1	100.0	57.9
All teachers treat badly	0.7	-	26.3
Some teachers treat well	8.1	-	15.8
Only one teacher treats well	2.0	-	-
Only one teacher treats badly	4.1	-	-
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	61.8	50.0	88.9
Education is important for future	48.6	-	22.1
Like my teachers	13.9	-	-
To be with friends	7.6	-	-
Don't have to work	0.8	50.0	-
Other, Specify	3.5	-	-

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

Reasons	School Going	School Going & Working	Drop Out
Cannot afford	25.0	-	50.0
Don't get along with my peers	-	-	-
Teaching methods are not attractive	25.0	-	8.3
Don't like the subjects	-	-	8.3
The school day is too long	25.0	-	16.7
School is unpleasant	-	-	-
Education is pointless	-	-	8.3
Don't do well in school	25	-	8.3
Prefer to work	-	-	8.3
No one helps in solving my problems	-	-	-
Can't do my schoolwork	-	-	-
Other (Specify)	-	-	-

Table: 45 Percentage Distribution of Children by Facilities School Lack

	School Going	School Going & Working	Drop Out
Play ground	18.4	-	11.1
Computers	34.7	-	33.3
Canteen	13.6	-	16.7
Furniture	8.8	-	16.7
Indoor sports facilities	0.7	-	-
Out door sports facilities	7.5	50.0	27.8
First aid post	1.4	-	-
Library	23.8	-	-
Transportation	4.1	-	5.6
An art room	0.7	-	-
A workshop	-	-	-
Latrine	5.4	-	-
Other	32.0	50.0	-
Do not know	4.1	-	22.2

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

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

Yes	84.8
No	15.2

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

Yes	34.1
No	64.9

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

Mechanical worker	41.3
Carpenter	0.5
Blacksmith worker	0.5
Industrial worker	7.3
Tailor	-
Agriculture worker	-
Mason	0.3
Businessman	21.0
Shop assistant	2.5
Doctor	2.8
Engineer	0.3
Teacher	1.3
Government Employee	0.8

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Armed Forces	2.0
Other	16.3
Do not Know	5.5

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

Mechanical worker	56.8
Carpenter	-
Blacksmith worker	-
Industrial worker	4.5
Tailor	-
Agriculture worker	-
Mason	-
Businessman	2.3
Shop assistant	-
Doctor	-
Engineer	2.3
Teacher	-
Government Employee	-
Armed Forces	-
Other	34.1
Do not know	-

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

To help the family financially/ poverty	64.3
Parents under debt	1.8
Pressured by the family	3.8
Because father is dead	1.8
Because father is addict	0.5
Because father is unemployed	0.3
To learn a trade/vocation	18.8
Low academic achievement	16.0
Low educational returns	1.3
Mistreated by teachers	0.8
Mistreated by peers	0.3
Friends are also working	1.3
Other, specify	10.5

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

Financial aid	65.9
Apprenticeship/ learn a trade	25.0
Help in family vocation	6.8
Other	2.3

## REFERENCE TABLES

### EMPLOYERS' VIEWS

Table 49: Percentage Distribution on recruitments

I recruit them my self	14.3
Other child workers refer them	2.4
They come on their own	59.5
Their parents are indebted to me, so they have send their children to work for me	26.2
Other	7.1

Table 50: Average income per day

Average	249
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Table 51: Percentage Distribution of Employers knowledge of legal aspects of employing children

Yes	90.0
No	10.0

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

Yes	83.7
No	16.3

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

Yes	97.3
No	2.7

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

Yes	80.6
No	19.4

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

Yes	67.6
No	32.4

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

Yes	84.2
No	15.8

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

2 hours	60.5
3 hours	31.3
4 hours	-
Others	6.3

## REFERENCE TABLES

### TEACHERS' VIEWS

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

To aid the family financially	64.0
The desire to learn a trade or vocation	16.0
The desire to earn money	4.0
Pressure by the parents	12.0
The children dislike school	-
Other	-

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

Ability to concentrate	52.0
Ability to memorize	20.0
Performance in practical work	8.0
Behaviour in class	12.0
Behaviour out side class	8.0
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	5.6
Psychological/emotional support	22.2
Financial support	38.9
Food	-
Other	33.3

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

Lack of confidence	31.8
Shyness	4.5
Feel depressed	54.5
Other	9.1

Table 62: Percentage Distribution of Teachers as Physical hazards

Frequent illness	33.3
Injury	41.7
Permanent Disability	20.8
Other	4.2



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

Teacher physically punishes students	68.2
Teacher verbally punishes students	9.1
Teacher ignores students	18.2
Teacher is not affectionate to students	4.5
Other	-

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

Behaviour in class	44.0
Behaviour in playground	4.0
Relationship with their schoolmates	-
Relationship with their teachers and school administration	12.0
Academic performance	32.0
Other	8.0

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	25.0
Library	25.0
Scientific labs	20.8
Computer labs	25.0
Media Centre	16.7
Canteen or Cafeteria	-
Medical Clinic	8.3
Art room or workshop	8.3
Club	-
Other	33.3

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

No known cases	37.5
A few cases	50.0
Many cases	12.5

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

Evening schools	36.0
Short duration	-
Good teachers	40.0
Free education	68.0
Free refreshment	8.0
Other	44.0

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## Descriptive Statistics

	Mean	Std. Deviation	N
Family Size	7.39	1.81	400
Total monthly family/ household income.	5781.01	3136.35	395
Age (in completed years)	14.13	2.35	400
Work Duration	9.294	1.37	400
For how long have you been working in surgical unit?	2.77	1.74	396
How much do you earn monthly?	1241.76	1028.86	387
Age of child when start working in surgical unit?	11.81	2.68	400

## Correlation Matrix

		Family Size	Total monthly family/ household income.	Age (in completed years)	Child's educational level	Work Duration	Work duration in surgical unit?	How much do you earn monthly?	Age of child when start working in surgical unit.
Family Size	Pearson Correlation	1	.150(**)	0.016	0.028	0.048	-0.013	0.06	0.001
	Sig. (2-tailed)	.	0.003	0.746	0.573	0.34	0.795	0.238	0.983
	N	400	395	400	396	400	396	387	400
Total monthly family/ household income.	Pearson Correlation	.150(**)	1	.207(**)	0.063	0.01	.111(*)	.278(**)	.148(**)
	Sig. (2-tailed)	0.003	.	0	0.216	0.849	0.029	0	0.003
	N	395	395	395	391	395	391	382	395
Age (in completed years)	Pearson Correlation	0.016	.207(**)	1	.227(**)	.107(*)	.261(**)	.430(**)	.621(**)
	Sig. (2-tailed)	0.746	0	.	0	0.033	0	0	0
	N	400	395	400	396	400	396	387	400
Child's educational level	Pearson Correlation	0.028	0.063	.227(**)	1	-0.01	-.215(**)	0.009	.325(**)
	Sig. (2-tailed)	0.573	0.216	0	.	0.836	0	0.86	0
	N	396	391	396	396	396	392	384	396
Work Duration	Pearson Correlation	0.048	0.01	.107(*)	-0.01	1	-0.017	0.023	0.066
	Sig. (2-tailed)	0.34	0.849	0.033	0.836	.	0.739	0.645	0.186
	N	400	395	400	396	400	396	387	400
Work duration in surgical unit?	Pearson Correlation	-0.013	.111(*)	.261(**)	-.215(**)	-0.017	1	.528(**)	-.353(**)
	Sig. (2-tailed)	0.795	0.029	0	0	0.739	.	0	0
	N	396	391	396	392	396	396	384	396
How much do you earn monthly?	Pearson Correlation	0.06	.278(**)	.430(**)	0.009	0.023	.528(**)	1	0.065
	Sig. (2-tailed)	0.238	0	0	0.86	0.645	0	.	0.199
	N	387	382	387	384	387	384	387	387
Age of child when start working in surgical unit?	Pearson Correlation	0.001	.148(**)	.621(**)	.325(**)	0.066	-.353(**)	0.065	1
	Sig. (2-tailed)	0.983	0.003	0	0	0.186	0	0.199	.
	N	400	395	400	396	400	396	387	400

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

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

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