

BASELINE SURVEY REPORT ON CHILD LABOUR IN COAL MINES INDUSTRY CHAKWAL, NOSHERA AND SHANGLA

**SUBMITTED
TO**



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

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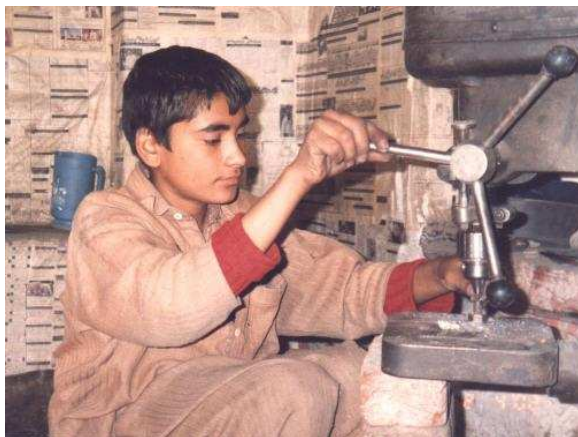
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PHOTOGRAPHIC COVERAGE OF BASE LINE SURVEY





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ABBREVIATIONS & ACRONYMS

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

PROJECT TEAM

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

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FIELDWORK RESEARCH TEAMS:

Fieldwork was carried out under the supervision of key/senior consultants by the trained AKIDA's full time staff & research pool and by selected Master and M Phil level students from Agriculture University-Peshawar, 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).

DEFINITIONS

Child Labour/Working Child:

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

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

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

Contractor:

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

Control Group:

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

Dropout Child:

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

Employee:

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

Employer:

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

Establishment:

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

Family:

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

Hazardous Activity:

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

Accident hazards

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

Biological hazards

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

Chemical hazards

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

Ergonomic hazards

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

Physical hazards

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

Psycho-social hazards

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

Working conditions hazards

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

Household:

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

Model Value:

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

Null Hypothesis:

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

Level of Significance:

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

***p*-value:**

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

Parent:

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

Pre-coded Questionnaire:

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

Sampling Frame:

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

Teacher:

Teacher of the class in which control group child is studying

Zakat/Bait-ul-Mal:

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

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EXECUTIVE SUMMARY

Background

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

Study Findings

Survey Estimates of Child Labour

3. Using the appropriate weights, the sample estimates were used to establish number of children in coal mines. There were relatively fewer number of children in Coal Mines of Chirat & Chakwal. Coal Mines of Chakwal and Chirat engaged about 357 and 95 children respectively, under 18 years of age.

Chakwal:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	0	41	316	357	100
Girls	-	-	-	-	-
Total	0	41	316	357	100

Chirat/Noshera:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	2	15	78	95	100
Girls	-	-	-	-	-
Total	2	12	78	95	100

Demographic and Economic Characteristics of the Household

- Average household size of the children working in coal mines of Chirat and Chakwal was 7.9 and 7.3 respectively.

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- The average monthly household income for the family of the working children in coal mine industry at Chirat and Chakwal was Rs. 6575 and Rs. 5975 respectively and the average monthly income per person comes to Rs. 832 and Rs. 818 respectively. This level of income puts them above the poverty line of Rs. 750 per capita in 2002-2003.
 - Nearly one-third of the children (37.2 percent) at Chirat and 33.9 % at Chakwal mentioned that their father also worked in coal mine industry.
 - At Chirat and Chakwal, 100% and 96.4% of mothers respectively were illiterate. In case of school going children at Shangla, 79.1% mothers were illiterate, while extent of illiterate mothers for school going and working children and drop out children at Shangla was 100% and 96.3% respectively.
 - A large proportion of fathers in Chirat and Chakwal were illiterate (86.6 and 76.8 per cent respectively).
 - At Chirat and Chakwal 100% and 92.9% of the working children were not in school and were working full time. The proportion of children who were working full time with part time school was 6.3%.
 - An overwhelming majority of working children in coal mine industry at Chirat and Chakwal i.e. 86.5% and 86.2% respectively had both parents living together. The extent of widow mother for working children at Chirat and Chakwal was 10.4% and 7.8% respectively.
 - Poverty was the dominant reason given for child working at coal mines in Chirat (95.8%) and Chakwal (92.0%) respectively.
 - In coal mines of Chirat and Chakwal all working children were male.

Educational Achievements and Activities

- At Chirat coal mines, only 33.3 % working children could read, while 27.1% could write. The situation was somewhat better at Chakwal, as 51.1 % and 48.8 % could read and write respectively.
- As far as school attendance is concerned, 100% working children at Chirat and 92.9% at Chakwal were not attending school. Only 7.1% working children at Chakwal were attending a formal school.
- Poverty was mentioned as the dominant reason by the parents of working children for dropping their child out of school i.e. by 50% and 60% at Chirat and Chakwal respectively.
- For attracting, retaining and improving performance of working children 50% of the school drop outs from Shangla proposed free education, 37.5% suggested good teachers, while 12.5% mentioned evening schools.

Financial Attributes

- At Chirat father supported the family in 52.1% cases, while the child himself and brother supported in 43.8% and 27.1% cases respectively. At Chakwal, the child himself supported the family in 77% cases, while father and brother helped in 54% and 39.7% cases respectively.
 - The average monthly income of the working children at Chirat was Rs. 2200 and Rs. 2521 in case of age groups of 10-14, and 15 to 17 respectively. At Chakwal the corresponding figure was Rs. 1475 and Rs. 2507 respectively.
-

Working Conditions, Health Hazards and Issues

- At Chirat and Chakwal, the working child was put to coal mine work by himself in 39.6% and 31% cases respectively. Parents were responsible for this in 27.1% and 26.2% cases at Chakwal and Chirat respectively.
- At Chirat, in 47.9% of the cases, the child started work in coal mine industry at the age of 10-14, while in 52.2% cases, it was at the age of 15-17. In Chakwal on the other hand, 2.4% had started working in coal mine at the age of less than 10 years, 40.5% at age of 10-14, while remaining 57.2% at age of 15-17.
- The average duration of work per day for the children in coal mine was 9.4 and 9.0 hours at Chirat and Chakwal respectively. Six days work a week was the norm i.e. 94.4% cases at Chirat and Chakwal respectively.
- Children's mental health is adversely effected by fears and intimidation. At Chirat and Chakwal the working children feared most from their father (72.9%) and big boys (85.5%) respectively.
- The two coal mine sites did not employ any child under the age of 10. The proportion of children in age group 10 to 14 years was relatively small (8% in Chirat, and 11% in Chakwal). Nevertheless, almost all tasks in the coal mines were hazardous with varying degree, and involvement of children of any age calls for attention. The task of these Tapalis, who carries weight on back, is perhaps, the most hazardous of all tasks children were involved in. Nearly 15% of the children in Chirat were involved in this task. The Chakwal coal mines had only a small proportion of children who were Tapalis.
- More than half i.e. 54.5% working children in coal mine at Chirat and about two-third i.e. 67.3% at Chakwal mentioned that they had sickness or injury due to work mostly was 13.6% at Chirat and 23.1% at Chakwal.
- It was reported by 16.7 and 11.9 percent of working children in coal mines at Chirat and Chakwal respectively that they were sick at the time of the BLS.
- The most common type of sickness or injury reported at Chirat was respiratory problems (37.5%), fever, back pain due to heavy load and skin diseases were mentioned by 25%, 12.5% and 12.5% respectively. At Chakwal burns, fever and skin disease were mentioned by 29% each, stomach pain by 13.3% and respiratory problems, heat stroke and tetanus by 6.7% each.
- It was noticed that 100% children working in coal mine at Chirat did not wear any protection. The proportion of such children at Chakwal was 88.4%. At Chakwal gloves and boots while working were worn by 7.1 and 4.5% children respectively.
- Majority of the children i.e. 52.2% started work for the first time at age of 10-14 at Chirat. In Chakwal on the other hand 3.2% had started work at age of less than 10 years, 36.9% at age of 10-14. The proportion of children starting work at age of 15 to 17 was 48.0 and 55.2 per cent respectively.
- Our survey revealed that 56.1% and 56.2% of working children had to stop going to school to work at Chirat and Chakwal respectively.
- In about one-third cases i.e. 35.4 and 33.3 percent at Chirat and Chakwal respectively, it was child himself, who had opted for work. At Chirat, relatives, parents and friends were responsible for putting child at work for the first time in

29.2, 27.1, and 2.1 per cent of the cases respectively. At Chakwal, the corresponding proportions were 33.3, 26.2, and 4.8 percent respectively.

Personal Behaviour

- The extent of underfed working children in coal mines at Chirat and Chakwal was 4.2 and 2.2 per cent respectively. This compares favourably with other industries covered in this study.
- At Chirat coal mines, the proportion of smoking and taking drugs among children working was 10.4 and 2.1 per cent respectively. The corresponding figure for Chakwal coal mine was 13.5 and 9.5 per cent respectively.
- At Chirat and Chakwal, 25% and 62.6% children were smoking for less than 2 years respectively while 75.0 and 37.5 per cent respectively for more than two years.
- About one-fifth i.e. 20.8 and 21.4 per cent children at Chirat and Chakwal respectively spent their free time at home, while 68.8% and 74.6% respectively at places other than Club, parks/ Play Ground, Street, Mosque etc.

Personal Information and Perception

- Majority of the working children indicated that they would go to school if arranged. Out of Shangla dropout, 66.7% indicated that they would go to school if arranged.
- Majority of the drop-out children from Shangla would prefer formal education i.e. full time (44.4%), part time (27.8%), while 11.1 percent and 16.7 per cent at Chirat and Chakwal would prefer vocational / technical education full time and part time respectively.
- At Chirat and Chakwal, the most preferred future profession turned out to be the businessmen (10.4%) and armed forces (13.5% respectively). At Chirat there was a tie amongst industrial worker, Tailor, Doctor, Teacher and Govt. Employee at 6.3% each for the next preferred profession. At Chakwal, teacher (9.5%), Govt. employee (6.3%) and Doctor (4.8%) were the next three most preferred occupations.
- The incidence of child abuse in job was found to be the lowest in coal mine industry i.e. 20.8% and 17.5% at Chirat and Chakwal respectively.
- The intensity of abuse was mentioned to be “Medium” in 50.0 and 60.0 per cent cases at Chirat and Chakwal coal mine respectively, while it was regarded as “Heavy” in 20 and 15 percent cases respectively.

Environmental Situation at Workplace

- Cleanliness, lighting and ventilation was reported as “bad” by 68.8, 60.4, and 54.3% of working children at Chirat and 41.3, 30.2, and 44.4 per cent at Chakwal respectively.
- As far as safety of work tools at work place is concerned, they were regarded as unsafe by 45.8 and 48.4% at Chirat and Chakwal respectively.

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- An overwhelming majority of children working in coal mines i.e. 87.5 and 87.0 percent at Chirat and Chakwal respectively stated that they would not recommend this job to their siblings.

Perception of Children about School and Work

- Most school going children (82.9%) believed that all school teachers treat children well. All school going and working children thought similarly. However, in case of school drop outs only 76% thought that all school teachers treat children well.
 - To learn was the reason given for attending schools by 73.6%, 100 and 64.7% of school going and working and drop out children respectively. Education is important for future was indicated by 20.7% of school going and 83.5% of dropout children from Shangla.
 - Out of the Shangla school going children, 50% said they cannot afford, while another 50% said that the school day is too long, responding to the question on reason for not attending school. In case of drop-out children, 36.4% said they cannot afford, while 18.2% each stated that school day is too long, and don't like the subject. While 9.1% each said that school is unpleasant and don't get along with my peers.
 - Play ground, computers and furniture were the three most frequently mentioned lacking facilities in school by school going and working and drop out children alike. The proportion of children indicating mainly play ground was 56.1%, 100% and 72% respectively. While the proportion of children indicating lack of computers was 39.8%, 33.3% and 40% respectively.
 - An overwhelming majority of children working in coal mines of Chirat (75%) and Chakwal (62.5%) did not like their work. This apparently has to do with an appropriate work environment in coalmines.
 - All the parents of children working in coal mines of Chirat and 62.5 parents of children working in coal mines of Chakwal were not happy with their child working.
 - Regarding their future profession, 10.4% of working children at Chirat mentioned shop assistant, while 6.3% each mentioned industrial worker, tailor, teacher, armed forces and doctor. In case of Chakwal, 13.6% indicated armed forces, 9.5 teacher and 6.3% wanted to be Govt. Employee.
 - Parents had modest expectations about future profession of their child. At Chirat 25% each wanted their child to be mechanical worker and tailor. At Chakwal 12.5% wanted their child to be mechanical worker while 6.3% each wanted their child to be tailor, mason or teacher. An overwhelming majority (68.8%) wanted their child to have a profession other than listed in the table.
 - The most frequent reason given by children for working was poverty i.e. by 95.8 and 92 % at Chirat and Chakwal respectively. Financial support of the family was the "benefit perceived accruing from their child's work" by 100% parents both at Chirat and Chakwal.
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Employers Views

- At Chirat 44.4% employees reported children coming on their own 33.3% said that they recruited the children, while 11.1% stated that other child workers referred them. In case of Chakwal, 61.1% indicated children coming on their own, 33.3% mentioned they recruited the children while 5.6% mentioned that their parents are indebted to them.
- The average income of employer per day in case of coal mines at Chirat and Chakwal was Rs. 617 and Rs. 2415 respectively.
- In coal mine industry 100% employers at Chirat and 92.6% employers at Chakwal acknowledge having knowledge about legal aspects of child labour.
- In coal mining industry, majority of the employers thought that educated workers were not more efficient. I.e. 53.8% and 59.3% at Chirat and Chakwal respectively.
- An overwhelming majority of employees i.e. 83.3% both at Chirat and Chakwal supported the idea of opening non formal schools for children working in coal mines.
- Out of these employers who favored NFS, 100 % at Chirat and 90% at Chakwal also indicated that they would participate in management of non formal schools.
- Further more 75 and 70 per cent of those willing to participate in management of non formal schools committed to make financial contributions to such schools.
- Moreover 87.5% and 100% of employers at Chirat and Chakwal respectively were willing to spare their working children to attend the non formal school.
- At Chirat and Chakwal, 25% and 30% employees respectively were willing to allow children to go to non-formal school for 2 hours a day, willingness to spare children for 3 hours a day was even higher i.e. 62.5% and 40% of employers at Chirat and Chakwal respectively. Further more 12.5% and 10% employers at Chirat and Chakwal respectively were willing to spare children up to 4 hours a day.

Teachers Views

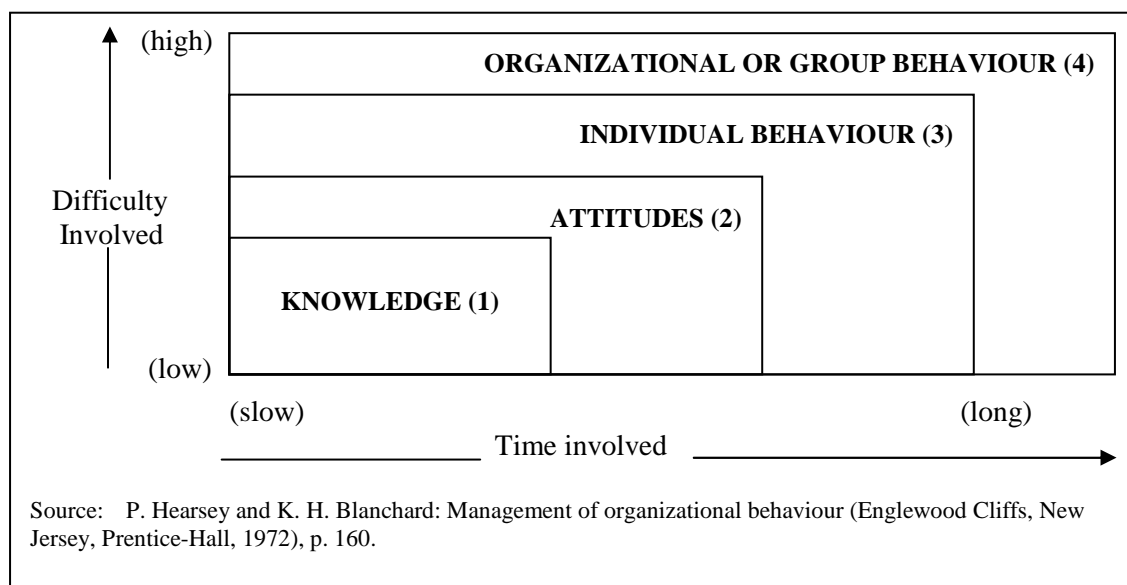
- To develop a proper understanding of the issues concerning child labour and mechanism for attracting children to schools, it is important to be aware of teachers' perceptions on these matters.
- About four-fifth of the teachers i.e. 80-6 percent were of the view that helping the family financially was the most important reason for children resorting to work.
- Child labour was believed to be having an adverse effect on his ability to concentrate as 41.2 per cent teachers shared this opinion, which 14.7, 17.6, 17.6, and 2.9 per cent teachers thought that child's work affected their ability to memorize, behaviour in class and relation on with teachers respectively
- The teachers observed that school provided financial support (40 %) other support (40%) and teaching support (20%) to children.
- The teachers were asked to comment on the psychological hazards of work for the children. About two-third i.e. 67.7 percent said that they feel depressed, 16.1 percent mentioned lack of confidence, 12.9 percent indicated shyness while 3.2 per cent stated other hazards.

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- Of the various kinds of possible physical hazards, frequent illness was mentioned by 60.6 percent, injury by 18.2 per cent, permanent disability by 9.1 percent and other by 12.1 percent.
 - The teachers were asked to indicate the possible reason for children's drop-out from school. Physical punishment of students by teachers was mentioned as the contributing factor by 87 per cent
 - Teachers verbal punishment of student by the teacher, teacher being and other reasons were given 4.3 per cent each.
 - Regarding the perceived differences between students who work and those who just study, 52.8 % thought that they behave differently in class, difference in academic performance were mentioned by 19.4 percent, 8.3 percent thought there were differences in behaviour in play ground as well as in relationship with their school mates while 5.6% think that there were differences in relationship with their teachers.
 - Like students, teachers also ranked missing sports facilities at the top i.e. 59.5% indicated computer labs, followed by library (27% each) and scientific lab (21.6%).
 - Almost half the teachers i.e. 47.4% thought that above were many cases of child labour in the school, 31.6% mentioned a few cases, while 21.1% reported no known cases.
 - Free education was most frequently mentioned strategy to attract and retain working children and improve their performance in school (73.7%). Evening school and free refreshment was suggested by 18.4 % each followed by good teachers (13.2%).

Recommendations

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

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



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

GENERAL AND POSITIVE ACTION STRATEGIES

6. The following general positive actions strategies are applicable to Coal Mines Industry:

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 two above paragraphs) for gaining employers' confidence must be arranged for building support for struggle for elimination of child labour. The research revealed that employers target child labourers because they perceive children to be a cheap source of labour, as well as more malleable workers. This implies urgency in sensitizing employers about need to eliminate child labour.
- Carefully designed educational and informative conferences and/or seminars to be arranged to restore the self esteem and dignity of labour.
- Labour Department working with industry should work with missionary zeal in order to accomplish an eventual elimination of labour in a reasonable time frame.

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

Poverty Alleviation

- Various steps aimed at family's alternative income generation and poverty alleviation should be seriously addressed at various levels with involvement of international organizations 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, interalia, include vocational training & 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 finding of this study that an overwhelming majority of school-going children showed an inclination to go to school, if one was arranged for them.
- Issues concerning child labour, including information about the hazardous nature of child labor, and gender biases should be incorporated into the educational curriculum of formal and non-formal schools for both males and females students.

Occupational Health Hazards and Safety Measures

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

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

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

Improved Legislative Measures

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

Partnerships and Capacity Building

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

Development Departments, and NGOs. The aim of the training should be to inculcate learning about a proactive work culture with a missionary zeal in addressing child labour issue and other assignments concerning people.

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 later 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 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

- An exclusive recommendation for children working in coal mines of Chakwal and Chirat (Noshera) is that formal and non-formal education schools (NFESs) and vocational institutes should be developed at one of the main source areas, i.e., Alpurai Tehsil, Shangla District, Swat Division, rather than the work site. This is so because over 50% of the children working in Chakwal and nearly 90% in Chirat hale from Shangla.
- In line with the size of the target population, one NFE school for every 40 children in the target population should be established as a first step.
- The concept of service plus monitoring should be employed wherein health services providers shall also do on the spot safety monitoring.

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 coal mines in Chirat (Noshera) and Chakwal through Baseline Survey (BLS). The other three BLSs are: surgical instruments manufacturing in Sialkot, tanneries in Kasur and glass bangles manufacturing industry 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 BLS. Qualitative information was also collected through Focus Group Discussions (FGDs), and Key Informant Interviews, prior to and during BLS, to complement findings of the BLSs. In additions to the BLSs and School Dropout Survey, two Rapid Assessments have also been undertaken (not being reported in this document).
3. The third and fourth steps of the TBP will address policy reviews and capacity building. In the third step, reviews of the national policies will be carried out to determine the extent of enabling environment that exists in Pakistan. In the fourth step, sensitization and training of various stakeholders and mobilization of the community will be undertaken with respect to the TBP and worst forms of child labour.

Objectives and Scope of Base Line and School Dropout Surveys

4. The main purpose of the BLSs was to establish reliable and verifiable data on the coal mines industry in Chirat & Chakwal in terms of the nature, magnitude, causes and consequences of the worst forms of child labour. Following are the specific objectives for this Baseline Survey:

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1. To assess the extent of worst forms of child labour in Coal Mines of Chirat (Noshera), and Chakwal, District Chakwal
 2. To obtain statistical inferences about a larger population in Coal Mines of Chirat (Noshera), and Chakwal, District Chakwal
 3. To develop a profile of children working in Coal Mines of Chirat (Noshera), and Chakwal, District Chakwal
 4. To obtain quantitative and qualitative information on the nature of the child labour problem in Coal Mines of Chirat (Noshera), and Chakwal, District Chakwal
 5. To understand the underlying causes for high rate of dropouts in Tehsil Shangla, District Swat
 6. To determine the extent of linkage between school dropout and child labour in Tehsil Shangla, District Swat

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 per cent 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 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, Surgical Instruments Manufacturing Industry - Sialkot and Tanneries-Kasur.

II. Literature Review

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

GENERAL SYNTHESIS

Reasons for Child Labour

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

Gravity of Child Labour and Type of Industry

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

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

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

Children Working in Hazardous Conditions

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

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

Some relief strategies

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

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

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

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

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

LITERATURE REVIEWED

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

Child Labour Survey of 1996

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

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

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

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

51. **Precision of Estimates:** Based on the sample design adopted for the CLS, the sampling errors were worked out for national and provincial estimates. At the national level the number of economically active children between 5 – 14 years of age, based on survey estimate, were 2,657,539. The coefficient of variation (C.V.) 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.

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 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.

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

plating which are considered hazardous operations. The children working in tanneries suffered from poor health - cough, eye infections, respiratory and skin diseases. Employers did not adopt the basic safety measures. Sixty three percent of the children were ignorant of the health hazards of working in the tanneries. Nineteen percent of the children suffered physical injury during work.

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

Girl Child in Especially Difficult Circumstances

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

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

Health Assessment of Tannery Industry Activity in Kasur

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

Rapid Assessment of Bonded Labour in Pakistan's Mining Sector

104. This study by Ahmed Saleem on bonded labour in the mining sector is the first of its kind inasmuch as it covers all the four provinces and critically analyses the nature and repercussions of the special labour arrangements in the mining sector. For the purpose of the rapid assessment, 50 mines were visited and over 100 interviews were held with workers and mine owners.
105. The study gives its detailed findings about the hazards faced by mine workers. In mines other than those in Punjab, mechanical ventilators were not used. Open flame

oil lamps were used which was injurious to the health of workers. In some mines there was no equipment to detect the presence of poisonous gases. Workers were not provided the basic safety equipment such as face masks or goggles. On an average 100 persons lost their lives annually and an equal number were disabled. The vast majority of miners were untrained and overworked. Piece-rate wages were very low and working hours were long. Occupational lung diseases were common among miners. Living conditions for a majority of miners were very poor. A vast majority of labour in the mines was migratory.

106. The peshgi (advance) system prevalent in the mines results in endless debts among miners. In some cases child labour was also involved in mining work. In the end, the report underlines the need for a detailed study of the sector to fine tune the initial findings relating to miners' working and living conditions, wage levels, health hazards, and safety measures, role of the relevant government departments and organization of trade union activities.

Rapid Assessment of Bonded Labour in Glass Bangles Industry

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

National Policy and Action Plan to Combat Child Labour

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

109.

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

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

113. This is a research study by Innovative Development Consultants on the existing and potential role of women in the leather industry in Kasur. Its main focus was on the identification of skill levels and need of employment among women and special facilities for involvement of women in leather and downstream industries. The survey found the literacy rate of 50% in tannery clusters. Only 15% families worked in the tanneries. Average family size was found to be of about 8 persons. Seventy percent women and children under 5 years were anemic. About 30% women work as unpaid family workers while 20% work in the informal sector. Women in the tannery areas were involved in such economic activities as grinding of salt, hair separation, kite making, etc. Eighty percent females under the age of 20 work in tannery related sectors, i.e. leather stitching units. An important finding of the survey was that tannery owners did not like to employ women as they thought they were physically unfit to do the job. It was also found that women working in the tanneries lack

special skills. Only 5% women had cutting and stitching skills, while others just act as helpers. However, in the course of the investigation, women demanded setting up of a training institute to teach them various kinds of vocational skills. The action plan suggested by the study to improve the skill level and generate new employment opportunities for women in the tannery area includes the following:

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

Child Labour Survey of Carpet Industry in Punjab

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

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

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

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

125. Keeping in mind ILO Standards and Pakistan's specific socio-economic conditions and tradition of family craft it may seem advisable to define child as a person below the age of 15. However, while prescribing this age limit provision should be made that this restriction would not apply to children doing light work after school, apprenticeship and pre-vocational training, learning a family craft, helping with family business and work on family farms. This was specially true of carpet weaving which mostly takes place in the households. Children under 14 helping or learning carpet weaving and even the skilled ones do not observe the 9:00 a.m. to 5:00 p.m. routine. The rehabilitation coverage extended by ILO to carpet weaving appears to have strong influence to convert the child labour into child work.

126. **Recommendations:** The survey yielded following recommendations:

- For effective planning for rehabilitation of working children in the carpet industry, similar surveys in other provinces should be conducted.
- Centres for imparting non-formal education to carpet weaving children may be developed into a kind of umbrella facility where apart from opportunities for vocational training and adult education income generating schemes can also be planned.
- Through a pilot study on health and working conditions of working children in the carpet sector, their health status should be assessed. This would help in the development of an appropriate health care and occupational safety programme for the carpet weaving families.
- The child labour menace is prevalent in other vocations/areas as well. The extent of child labour in domestic service, restaurants and auto workshops etc. also need to be investigated.
- Awareness raising and training seminars/workshops on the importance of education, better working environments, personal health and hygiene and first aid may be arranged and followed up through continued motivation/counseling and monitoring.

III. SURVEY DESIGN, METHODOLOGY AND ESTIMATES

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

Research Design

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

Universe for Baseline and Dropout Surveys

130. With an objective to collect relevant information on worst form of child labour, the BLS was aimed at generalizing findings about the worst form of child labor in the Coal mines of Noshera District (Chirat) in NWFP and Chakwal District in Punjab.
131. For the Dropout Survey for coalmines, the control group was selected from the Alpuri Tehsil in Shangla District, Swat Division, because a considerable majority of workers in both coal mine sites came from Alpuri.

Sampling Frame and Stratification Plan:

132. Federal Bureau of Statistics (FBS) was primarily responsible for Sampling Design, including provision of sampling frame. The universe was divided into 3 strata. Each stratum was further divided into establishment blocks (EB's) and each EB into establishments.

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133. The universe was divided into 3 strata as a whole. The district Noshera alone was considered a stratum, while district Chakwal was divided into two strata.

Sampling Methodology:

134. 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).
135. **Baseline Survey - Sample Coverage:** The sample consisted on 135 establishments randomly selected from 32 establishments (Chakwal 26 & Chirat 6) blocks with probability proportional to size. The 53 establishments were from Chirat and 82 from Chakwal. All establishments were enlisted and approached.
136. **Dropout Survey - Sample Coverage:** In Shangla/Swat, the control group interviews were conducted at twenty schools in immediate vicinity of seventeen sample areas (Alpurai, Amnay, BAsi, Bazar Kot, Bilkana, Damorai, Dawalat Kalay, Ghnanshal, Lilownai, Malak Khel Kotkay, Olander, Pagurray, Sangrai, Seraikana, Shahpur and Zara) covering twelve primary and eight middle schools (including 4 primary and 2 middle school for girls). Two students from each class and two teachers from each school were selected.

Sampling Plan:

Sample Size:

137. Due to nature of the universe of the coal mining, to ensure that samples were representative of the population, and to make the estimates more stable, sample to population ratios were kept considerably large - in coalmines more than 50% of the universe was covered. The final sample size used in the BLS is given in the following table:

Baseline Survey:

Chakwal:

Category	Sample Plan	Actual Interviews Conducted
Working Children	450	126
Parents	12	16
Employer	60	27
Total	522	169

Chirat/Noshera:

Category	Sample Plan	Actual Interviews Conducted
Working Children	400	48
Parents	5	4
Employer	10	13
Total	415	65

Dropout Survey:

Shangla:

Category	Sample Plan	Actual Interviews Conducted
School Going	130	250
Dropout	15	27
Parents	27	22
Teacher	40	38
Total	212	337

Interviewers

138. 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

139. To prevent possible interviewers' biases, intensive two day interviewer's training and practice sessions were conducted. The training was imparted at Peshawar, 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

140. The data collection methodology primarily encompassed both quantitative as well qualitative research tools. The questionnaires were rigorously pre-tested and revised as necessary, to improve their reliability as well as validity, the two most desirable

characteristics of a measurement tool. The baseline survey used the following sets of pre-coded closed ended questionnaires, given in the Appendices.

Baseline Survey:

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

Dropout Survey:

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

Survey Estimates:

141. 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

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

142. 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, mostly without holidays.

Focus Groups and Key Informant Interviews

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

Data Cleaning and Creation of SPSS Database

144. 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 the AKIDA's Network Computer Laboratory. Different key activities were simultaneously undertaken.
145. The pre-coded responses were converted into an electronic database, SPSS to be more specific, as required by the ToR.
146. 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

147. 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.
148. Correlation coefficients between continuous (ratio level) variables, that were theoretically important were also computed. The significance level (or the *p*-value)

have been reported for these correlation coefficients, primarily at two levels, namely $p \leq 0.01$ and $p \leq 0.05$. The correlation coefficient is a numerical summary of relationship 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

149. Weights, provided by FBS, are used to establish estimates for the total number of children working in the coal mines industry.
150. 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.
151. Estimated number of working children is 357 and 95 in Chakwal and Chirat/Noshera respectively. The classified age and gender wise estimates are as follows:

Chakwal:

$$\begin{aligned}
 \sum_h \sum_k T_{hk} &= \text{Total number of establishments covered} = 82 \\
 \sum_h T_{h.} &= \text{Total number of Establishment Blocks covered} = 23 \\
 \sum_h T_{h...} &= \text{Total number of working children interviewed} = 126 \\
 \sum_h R_h R_{h..} R_{h...} &= 1/2.8333 \text{ (Provided by FBS)} \\
 \hat{Y} &= 126 \times 2.8333 = 357
 \end{aligned}$$

Chirat:

$$\begin{aligned}
 \sum_h \sum_k T_{hk} &= \text{Total number of establishments covered} = 53 \\
 \sum_h T_{h.} &= \text{Total number of Establishment Blocks covered} = 5
 \end{aligned}$$

$$\sum_h T_{h...} = \text{Total number of working children interviewed} = 48$$

$$\sum_h R_h R_{h...} R_{h...} = 1/1.9792 \text{ (Provided by FBS)}$$

$$\hat{Y} = 48 \times 1.9792 = 95$$

Chakwal:

Gender	Age Group (in years)			Total	% age
	5-9	10-14	15-17		
Boys	0	41	316	357	100
Girls	-	-	-	-	-
Total	0	41	316	357	100

Chirat/Noshera:

Gender	Age Group (in years)			Total	% age 5-9
	5-9	10-14	15-17		
Boys	2	15	78	95	100
Girls	-	-	-	-	-
Total	2	12	78	95	100

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

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

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

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

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

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

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

Field Work Ground Realities

- The field work in Chakwal and Chirat proceeded smoothly due to the cooperation of coal mining community at large.
- We found the average size of establishment (coal mine) smaller than planned/anticipated; therefore, 126 interviews were conducted at 82 establishments in Chakwal instead from originally planned 60 establishments. In Chirat, 51 interviews were conducted at 53 establishments. The total establishments in Chirat were around 90 and in Chakwal were reported to 1500-2000.

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 brainstorming particularly at the conceptual design and planning stages could make such tasks easier.
- It would be more practical in future to do such time bounded and complex statistical surveys for different industries scattered in pockets as a stand alone exercise given to one selected competent agency.
- Last but not the least, without guidance and supervision of ILO-IPEC SIMPOC, Geneva and effective co-ordination of ILO-Islamabad office, the AKIDA would not have been able to complete a quality job.

IV. FINDINGS OF THE QUANTITATIVE RESEARCH (FIELD INTERVIEWS)

WORKING CHILDREN, PARENTS AND SCHOOL DROPOUTS

Correlation Analysis

152. 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 association between variables, wherein the sign provides the direction of association, and the magnitude, varying between 0 and 1, indicates the strength. In addition to being an important piece of information in itself, the correlation also provided basis for internal consistency and validity of univariate and bivariate findings reported later, based on graphs and reference tables.
153. **Size and Income of Family:** Size of a family was not significantly associated with its income, implying that that on the average, the total family income was not necessarily larger for the larger families, both in Chakwal as well as in Chirat.
154. **Association of Child's Age with Family's Income and Child's Income:** There was no significant association between child's age and family's income in both of the coal mine sites. However, the association between child's age and his/her income was significantly positive in Chirat (0.289, with p -value ≤ 0.01), but non-significant in Chakwal.
- 154.1 This absence of significant association means that younger children make no less money than older children, and hence their relative contribution to the family's income is also same as those of older children. In Chirat, 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.
155. **Child's Monthly Income and Family's Monthly Income:** A significant positive correlation at p -value ≤ 0.01 between a child's monthly income and his/her family's monthly income was observed both in Chakwal and Chirat with $r=0.284$, and $r=0.335$ respectively. 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 large.

Correlation Matrix - Chakwal

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration in Coal Mines?	Child's monthly income.	Age of the child, when start working in Coal Mines.
Family Size	Pearson Correlation	1	-0.059	.178(*)	0.148	-.193(*)	0.106	-0.052	-0.003
	Sig. (2-tailed)	.	0.51	0.046	0.11	0.03	0.238	0.566	0.972
	N	126	126	126	118	126	126	126	126
Total monthly family/ household income?	Pearson Correlation	-0.059	1	0.076	0.036	-.209(*)	0.038	.284(**)	-0.004
	Sig. (2-tailed)	0.51	.	0.395	0.697	0.019	0.671	0.001	0.961
	N	126	126	126	118	126	126	126	126
Age (in completed years)	Pearson Correlation	.178(*)	0.076	1	.206(*)	0.027	.203(*)	0.144	.343(**)
	Sig. (2-tailed)	0.046	0.395	.	0.025	0.766	0.023	0.108	0
	N	126	126	126	118	126	126	126	126
Child's educational level	Pearson Correlation	0.148	0.036	.206(*)	1	-.183(*)	-0.148	0.024	.235(*)
	Sig. (2-tailed)	0.11	0.697	0.025	.	0.048	0.109	0.796	0.01
	N	118	118	118	118	118	118	118	118
Work Duration	Pearson Correlation	-.193(*)	-.209(*)	0.027	-.183(*)	1	0.084	0.058	-0.134
	Sig. (2-tailed)	0.03	0.019	0.766	0.048	.	0.347	0.521	0.133
	N	126	126	126	118	126	126	126	126
Work duration in Coal Mines?	Pearson Correlation	0.106	0.038	.203(*)	-0.148	0.084	1	.267(**)	-.567(**)
	Sig. (2-tailed)	0.238	0.671	0.023	0.109	0.347	.	0.003	0
	N	126	126	126	118	126	126	126	126
Child's monthly income.	Pearson Correlation	-0.052	.284(**)	0.144	0.024	0.058	.267(**)	1	-0.167
	Sig. (2-tailed)	0.566	0.001	0.108	0.796	0.521	0.003	.	0.062
	N	126	126	126	118	126	126	126	126
Age of the child, when start working in Coal Mines.	Pearson Correlation	-0.003	-0.004	.343(**)	.235(*)	-0.134	-.567(**)	-0.167	1
	Sig. (2-tailed)	0.972	0.961	0	0.01	0.133	0	0.062	.
	N	126	126	126	118	126	126	126	126

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

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

Correlation Matrix - Chirat

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration in Coal Mines?	Child's monthly income.	Age of the child, when start working in Coal Mines.
Family Size	Pearson Correlation	1	0.215	-0.219	0.048	0.029	0.058	-0.117	-0.077
	Sig. (2-tailed)	.	0.141	0.134	0.753	0.843	0.694	0.429	0.602
	N	48	48	48	46	48	48	48	48
Total monthly family/ household income?	Pearson Correlation	0.215	1	-0.175	0.122	-0.106	-0.044	.335(*)	-0.057
	Sig. (2-tailed)	0.141	.	0.234	0.419	0.474	0.765	0.02	0.7
	N	48	48	48	46	48	48	48	48
Age (in completed years)	Pearson Correlation	-0.219	-0.175	1	0.171	-0.125	0.227	.289(*)	.504(**)
	Sig. (2-tailed)	0.134	0.234	.	0.256	0.398	0.122	0.047	0
	N	48	48	48	46	48	48	48	48
Child's educational level	Pearson Correlation	0.048	0.122	0.171	1	-0.101	-0.158	0.164	0.065
	Sig. (2-tailed)	0.753	0.419	0.256	.	0.504	0.295	0.275	0.67
	N	46	46	46	46	46	46	46	46
Work Duration	Pearson Correlation	0.029	-0.106	-0.125	-0.101	1	-0.221	-.303(*)	0.088
	Sig. (2-tailed)	0.843	0.474	0.398	0.504	.	0.131	0.037	0.552
	N	48	48	48	46	48	48	48	48
Work duration in Coal Mines?	Pearson Correlation	0.058	-0.044	0.227	-0.158	-0.221	1	0.047	-.498(**)
	Sig. (2-tailed)	0.694	0.765	0.122	0.295	0.131	.	0.751	0
	N	48	48	48	46	48	48	48	48
Child's monthly income.	Pearson Correlation	-0.117	.335(*)	.289(*)	0.164	-.303(*)	0.047	1	0.248
	Sig. (2-tailed)	0.429	0.02	0.047	0.275	0.037	0.751	.	0.089
	N	48	48	48	46	48	48	48	48
Age of the child, when start working in Coal Mines.	Pearson Correlation	-0.077	-0.057	.504(**)	0.065	0.088	-.498(**)	0.248	1
	Sig. (2-tailed)	0.602	0.7	0	0.67	0.552	0	0.089	.
	N	48	48	48	46	48	48	48	48

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

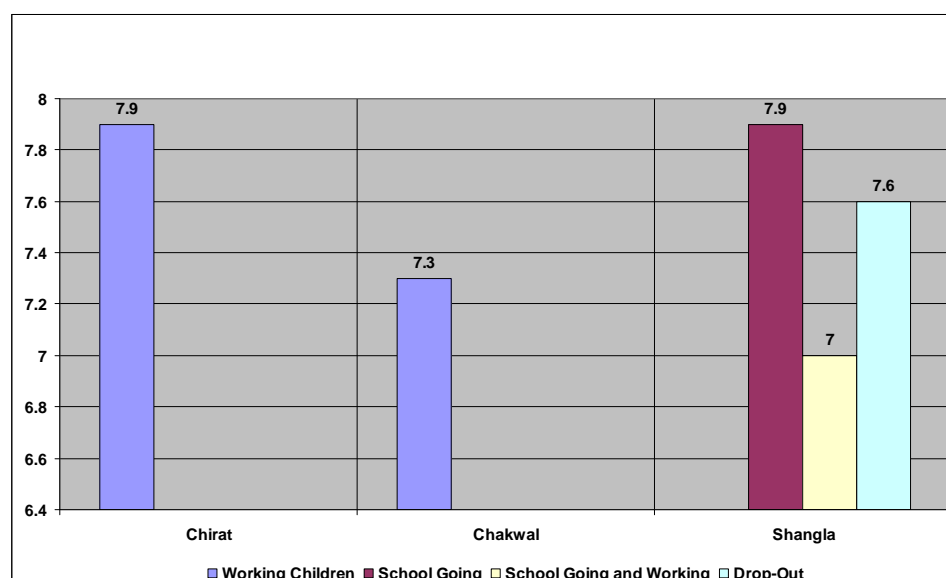
* Correlation is significant at the 0.05 level (2-tailed).

156. **Child's Years of Schooling, Work Experience and Age When Started Working in the Industry:** Association of the variable "child's years of schooling" with "work experience" was statistically non-significant, indicating that the tendency to go to school is low, nevertheless. The association between education and age when started working was positive ($r=0.235$ for Chakwal; with p -values ≤ 0.01) but non-significant for Chirat. The insignificant relationship in Chirat has important implications, one of which could be that children normally tend to have lower level of education and higher age to start working in the industry, leaving the relationship insignificant. Alternatively, the relationship may have been insignificant because of a smaller sample size (48).
157. **Work Experience and Monthly Income:** A strong positive association existed between "work experience" and "monthly income of child" in Chakwal ($r=0.267$ p -value ≤ 0.01), indicating that the longer one works in the industry, the higher are monthly wages. The relationship was insignificant for children at Chirat.

Household Profile

158. This section of the report covers demographic and economic characteristics of the family and household of children involved in coal mines industry in Chirat and Chakwal.
159. **Household size:** Average household size of the children working in coal mines of Chirat and Chakwal was 7.9 and 7.3 respectively, compared with 5.7 for Chakwal and 6.9 for Punjab respectively.

Average Household/Family Size

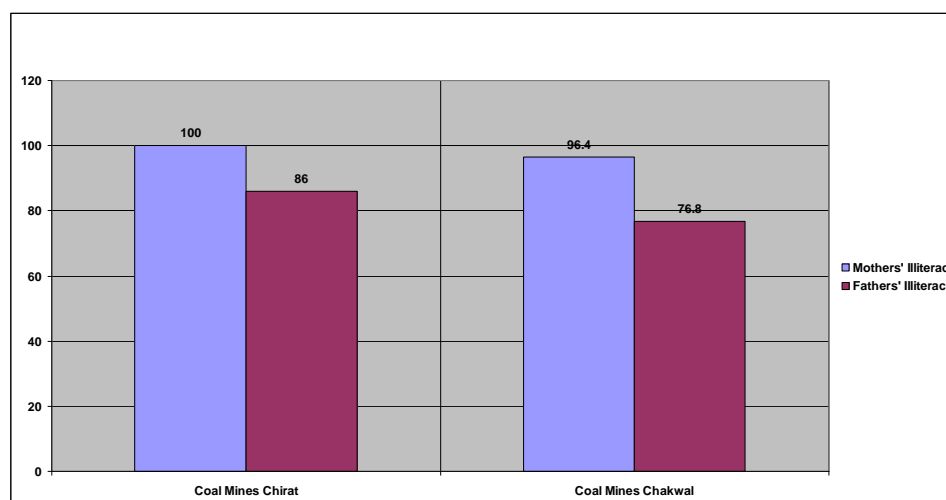


160. **Household Income:** The average monthly household income for the family of the working children in coal mine industry at Chirat and Chakwal was Rs.6575 and Rs.5975 respectively. The average monthly income per person comes to Rs.832 and Rs.818 respectively. This level of income puts them above the poverty line of Rs.750

per capita in 2002-2003. While designing an intervention strategy, it would be appropriate to assess what impact withdrawal of working children in coal mine would have on the household income.

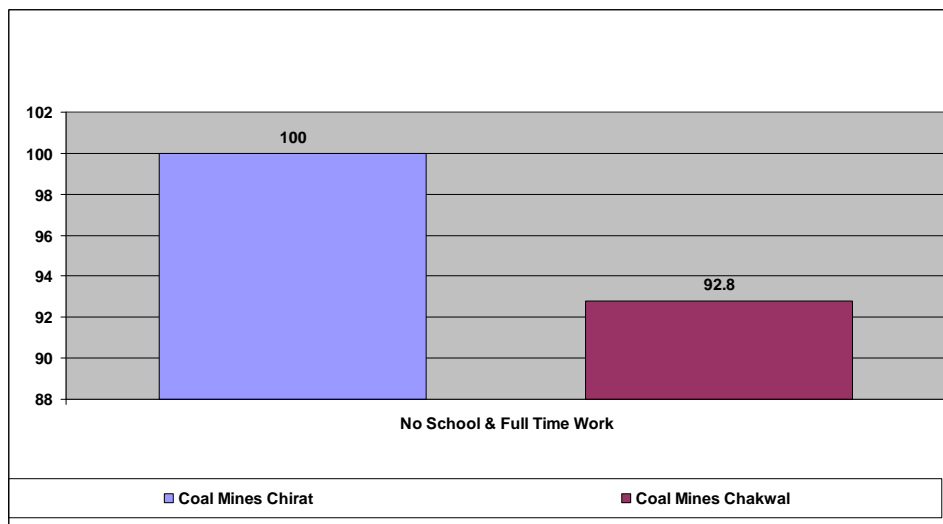
161. **Fathers Employment / Occupation Status:** Nearly one-third of the children i.e. 37.2% at Chirat and 33.9 % at Chakwal mentioned that their father also worked in coal mine industry. Involvement in agriculture was mentioned by 14.0 and 13.4 percent respectively. In Chirat 27.9% were doing nothing, while at Chakwal 15.2% were reported too old to work.
162. **Present Level of Education:** A dismal situation regarding mothers level of education was discovered i.e. at Chirat and Chakwal 100% and 96.4% respectively were illiterate. In case of school going children at Shangla , 79.1% mothers were illiterate , while extent of illiterate mothers for school going and working children and dropout children at Shangla was 100% and 96.3% respectively.
163. Fathers education status was relatively better as the extent of illiterates at Chirat and Chakwal was 86% and 76.8% respectively, although it was far from satisfactory. In case of school going children in Shangla the proportion of illiterate fathers was only 30.3%. However, in case of school going and working children and dropout children the extent of illiterate fathers was 100% and 76% respectively.

Percentage Distribution of Parents Who were Illiterate



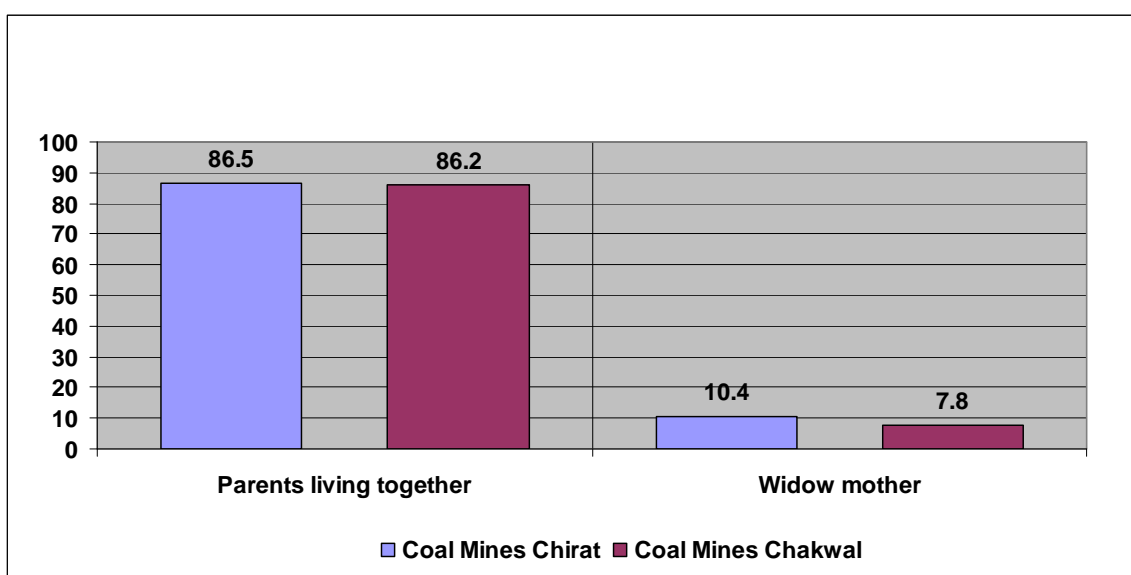
164. **Status of Working Child School Attendance:** At Chirat and Chakwal 100% and 92.8% of the working children were not in school and were working full time. At Chirat, a very small proportion i.e. 0.8% was working part time work with fulltime school. The proportion of children who were working full time with part time school was 6.3%.

Percentage Distribution of Children by School Attendance and Work Status



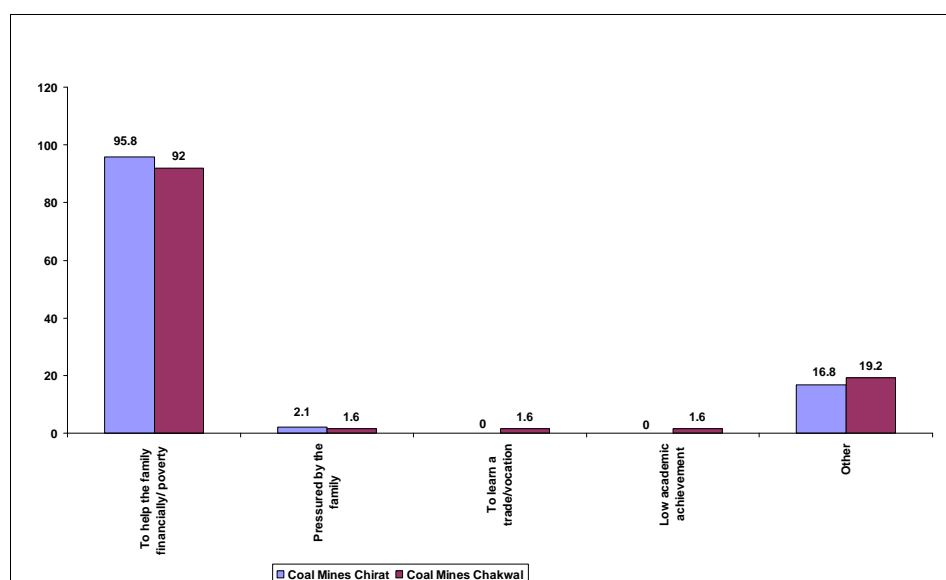
165. **Child's Rank among Siblings:** The study has revealed that predominantly, it is the first (35.4%), second (31.3%) , and third child (20.8 %) who was working in coal mine at Chirat. At Chakwal also similar situation prevailed, with the proportion of first, second and third child being 35.7%, 25.4% and 19.0% respectively.
166. **Parents Marital Status:** An overwhelming majority of working children in coal mine industry at Chirat and Chakwal i.e. 86.5% and 86.2% respectively had both parents living together. The extent of widow mother for working children at Chirat and Chakwal was 10.4% and 7.8% respectively.

Percentage Distribution of Children by Parents' Marital Status



167. **Children's Reasons for Working:** To help the family financially i.e. poverty was the dominant reason given for child working at coal mine in Chirat (95.8%) and Chakwal (92.0%) respectively.

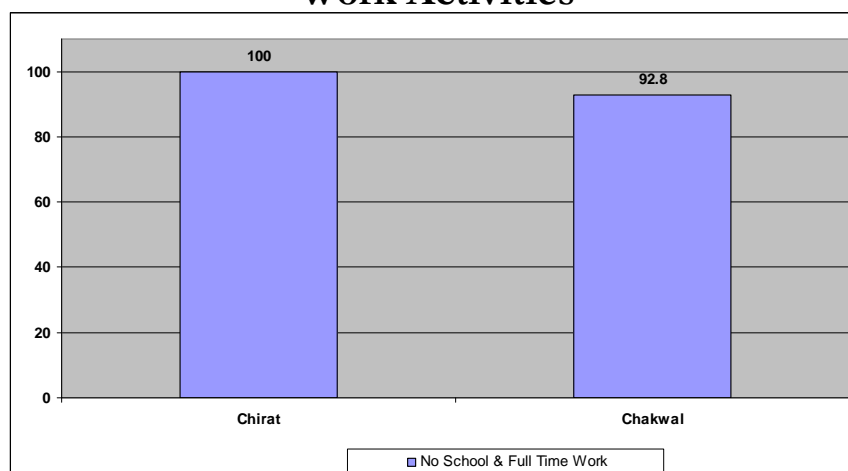
Percentage Distribution of Children by Reason of Child to Work



Educational Achievements and Activities

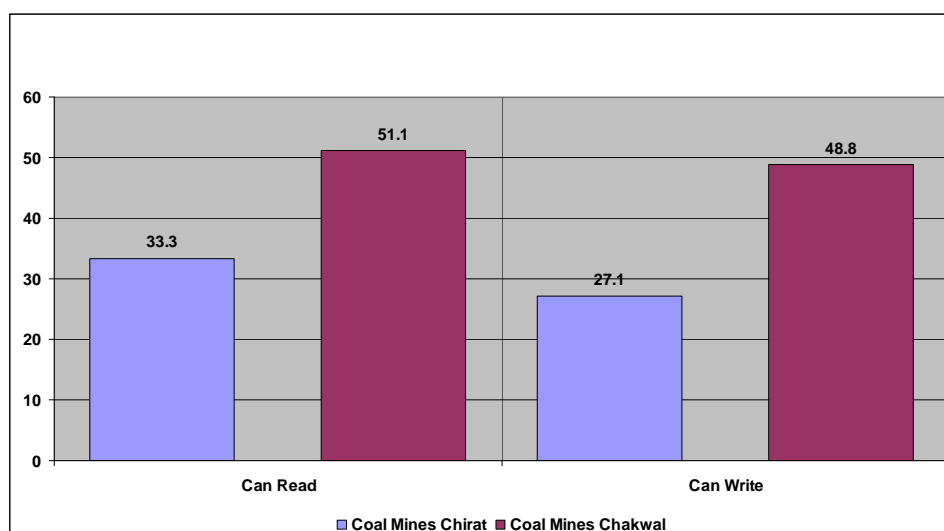
168. Education is an important opportunity cost to children working full time or part time. This section measures the level of literacy and education attained by children as well as other aspects of education that are affected by child labour.
169. **Nature of School or Work Activities:** In Chirat coal mines, 100% of the children worked full-time and did not go to school, while Chakwal coal mine was 92.8%. All working children in Chakwal & Chirat coal mines were male children.

Percentage Distribution of Children by Nature of School or Work Activities



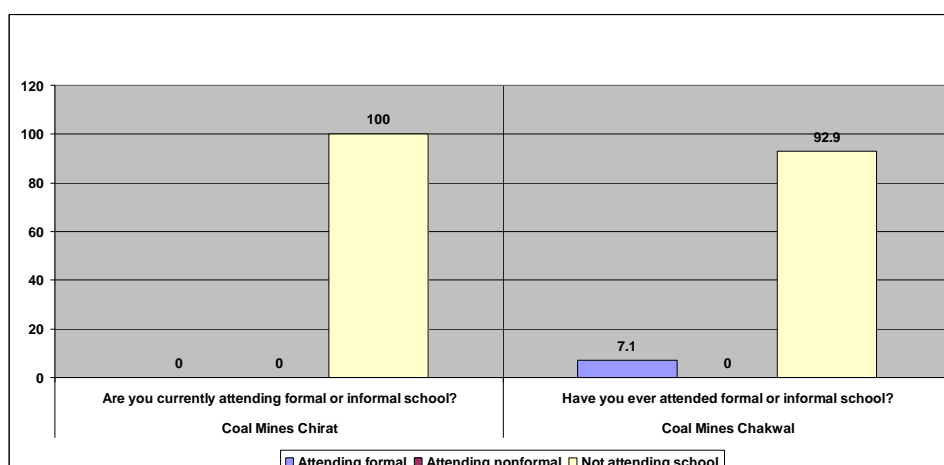
170. **Literacy Rate:** Inability of working child to read and write reflects that, they have been deprived of schooling. At Chirat coal mines only 33.3 % working children could read, while 27.1% could write. The situation was somewhat better at Chakwal, as 51.1 % and 48.8 % could read and write respectively.

Percentage Distribution of Children by Ability to Read and Write



171. As far as school attendance is concerned, 100% working children at Chirat and 92.9% at Chakwal were not attending school. Only 7.1% working children at Chakwal were attending a formal school.

Percentage Distribution of Children by School Attendance Status

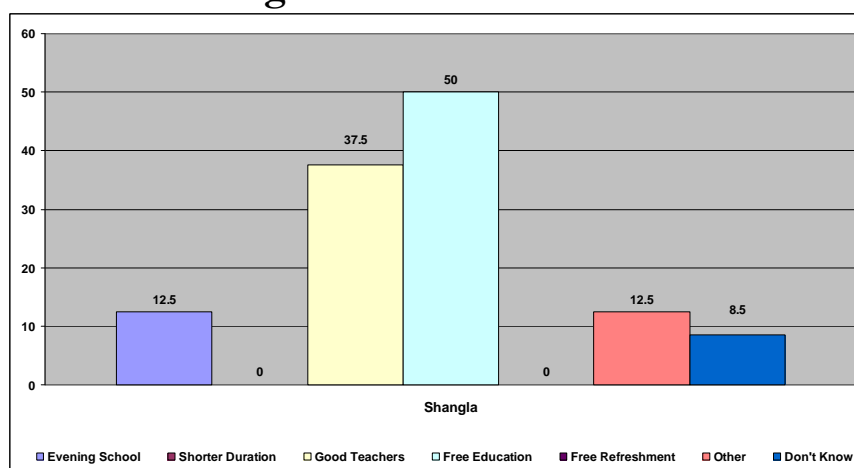


172. **Reasons for Dropping Child Out of School:** Poverty was mentioned as the dominant reason by the parents of working children for dropping their child out of school i.e. by 50% and 60% at Chirat and Chakwal respectively. At Chirat 15.4% mentioned “to help the family financially, which is related to poverty”. Low academic

achievement of child stated as the reason for their child drop out from school by 15.4% and 20% parents at Chirat and Chakwal respectively.

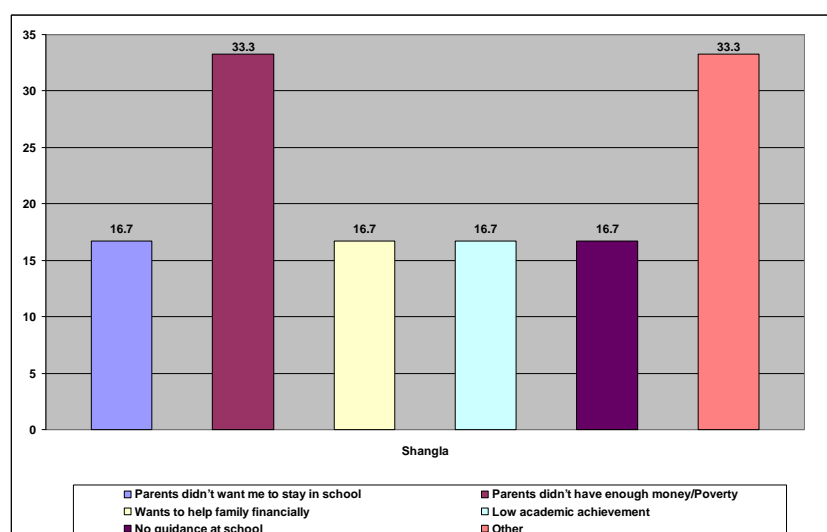
173. **Suggestions by the dropout for Attracting, Retaining and Improving Performance of Working Children in School:** For attracting, retaining and improving performance of working children 50% of the school dropouts, from Shangla proposed free education, 37.5% suggested good teachers, while 12.5% mentioned evening schools.

Percentage Distribution of Children by Suggestions for Making Schools More Attractive



174. **Reasons for Dropping-Out from School:** Poverty was the underlying reason directly or indirectly for most children dropping out from school. As 33.3% mentioned parents do not have enough money, 16.7% said they want to help family financially, while 16.7% observed that parents did not want the child to stay in school. Low academic achievements and no guidance at school were the two other reasons mentioned for dropping out from school.

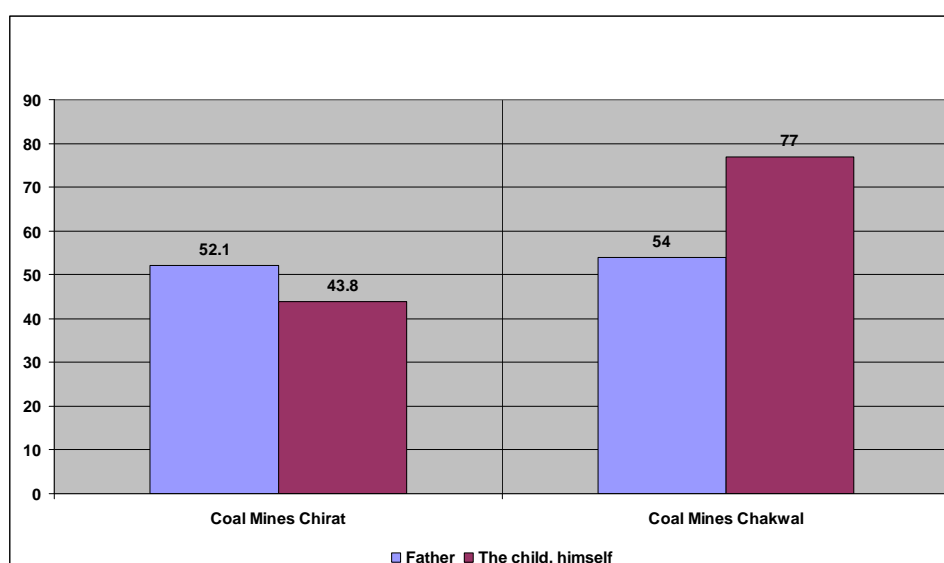
Percentage Distribution of Children by Reasons for Dropping-Out from School



Financial Aspects

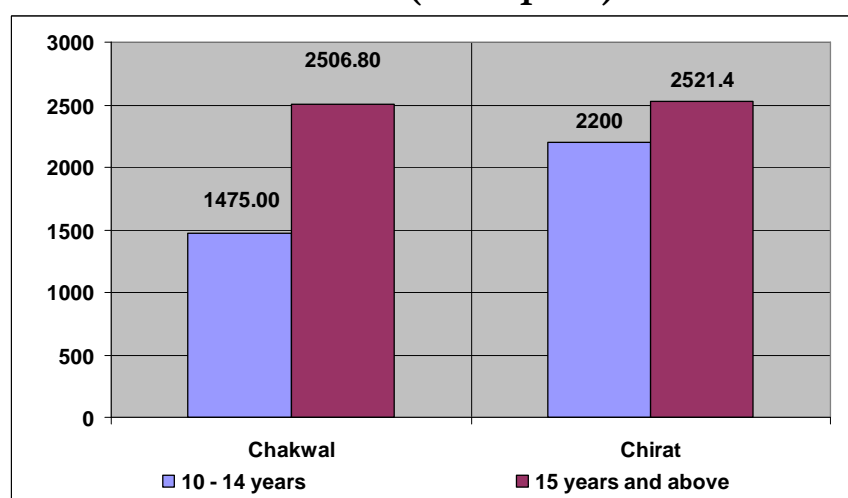
175. **Financial Support of the Family:** At Chirat, father supported the family in 52.1% cases, while the child himself and brother supported in 43.8% and 27.1% cases respectively.
176. At Chakwal, the child himself supported the family in 77% cases, while father and brother helped in 54% and 39.7% cases respectively.

Percentage Distribution of Family Member Providing Financial Support to the Family



177. **Monthly Income of Working Children (In Rupees):** The average monthly income of the working children at Chirat was Rs.2200 and Rs.2521.4 in case of age groups of 10-14, and 15 to 17 respectively. At Chakwal, the corresponding figure was Rs.1475 and Rs.2506.80 respectively.

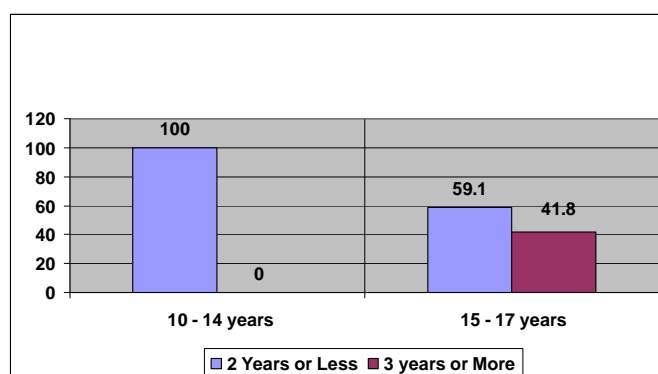
Distribution of Working Children by Average Monthly Income (in Rupees)



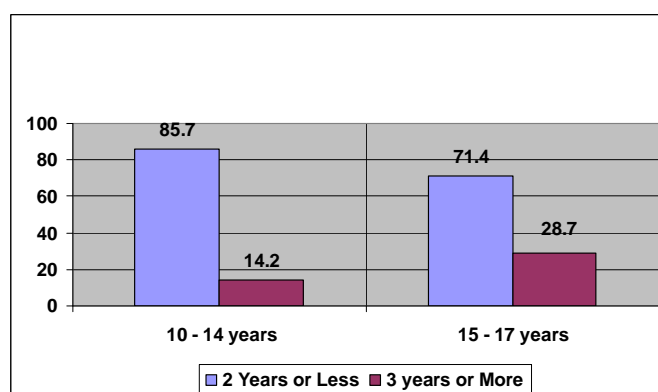
Working Conditions and Health Hazards

178. Unsafe work conditions are among the most undesirable aspects of child labour. The following section covers issues surrounding work hazards vis-à-vis child labour.
179. **Duration of Work in Coal Mine Industry:** The duration of work in the specific industry coupled with information from other related questions reveals the attraction of that particular industry to child labourers and its potential for recruiting children.
180. Since most of the children in coal mines start working at relatively older age compared to other industries, the majority of children in both coal mine places had worked for a year or less

Percentage Distribution of Children by Duration of Working Years in Coal Mines - Chirat



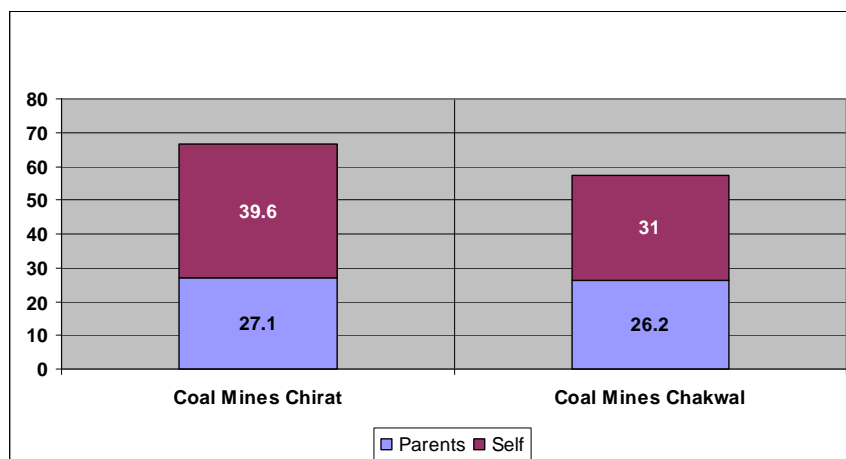
Percentage Distribution of Children by Duration of Working Years in Coal Mines - Chakwal



181. **Who Put Child to Work in the Specific Manufacturing Industry:** It is important to know if joining the labor was parents' decision or child's decision. In some of the cases where it was children's decision, arranging for appropriate and attractive schooling and raising awareness about benefits of schooling may result in return to schooling on part time or full-time basis.

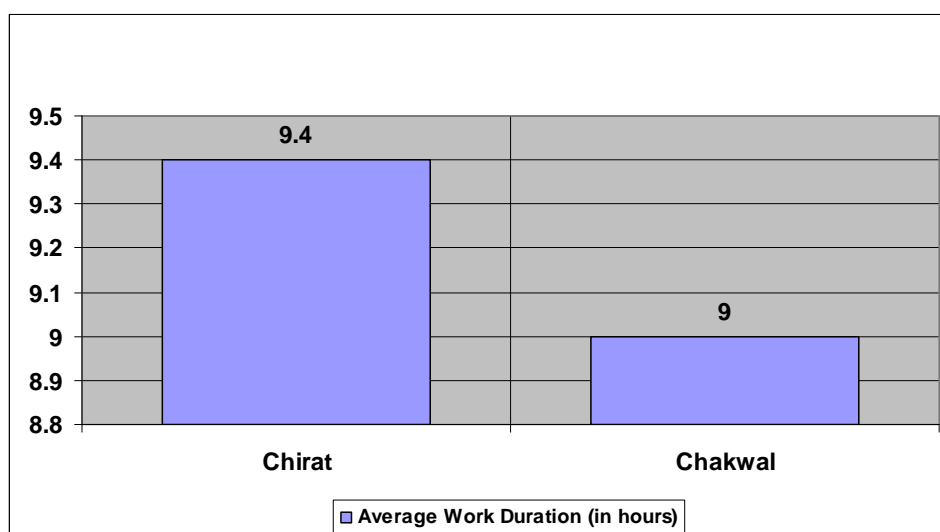
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182. Proportion of children for whom it was their own decision to join coal mines was 39.6% in at Chirat, and 31% at Chakwal. A relatively smaller proportion of parents tended to put children to work in Chirat (27.1%) and Chakwal (26.2%).

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



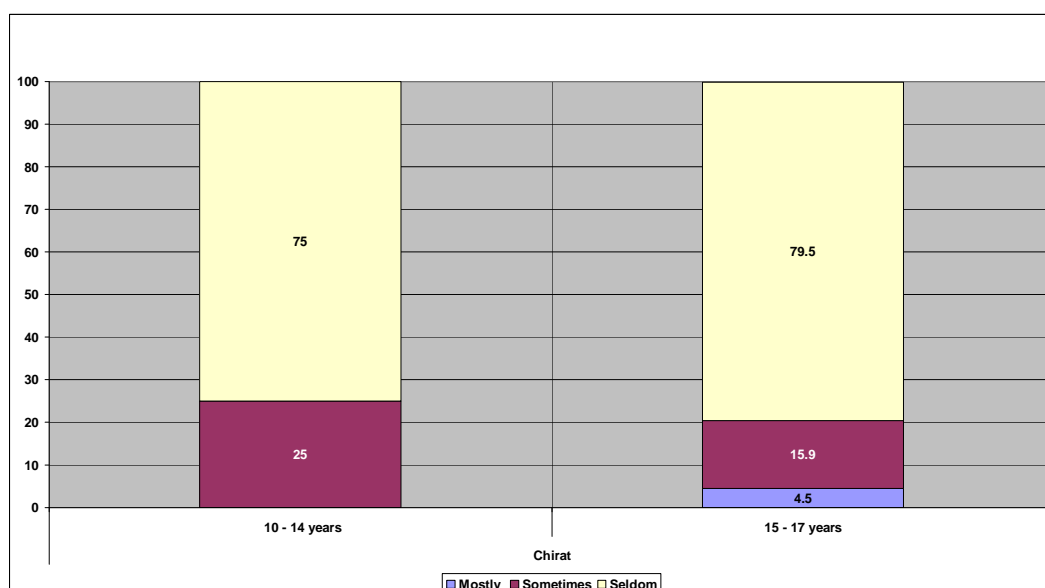
183. **Age at Which the Child Started Work in the Specific Industry:** The age at which a child started work in a particular industry is an important piece of information in that the strategies to deal with child labour would vary by age as well. For instance younger children of ages 5 to 7 would be targeted for their possible enrollment in formal schools. Those children who are past the age of formal schooling will be targeted for non-formal schooling instead.
184. There was considerable variation in average age of child workers by industry. Right in line with the nature of the industry, coal mines industry hired relatively older children
185. **Age at Which the Child Started Work in Coal Mine Industry:** At Chirat in 47.9% cases the child started work in coal mine industry at the age of 10-14, while in 52.2% cases, it was at the age of 15-17. In Chakwal, on the other hand, 2.4% had started working in coal mine at age of less than 10 years, 40.5% at age of 10-14 while remaining 57.2% at age of 15-17.
186. **The Work Load in Coal Mine Industry:** The average duration of work per day for the children in coal mine was 9.4 and 9.0 hours at Chirat and Chakwal respectively. Six days work a week was the norm i.e. 94.4% cases at Chirat and Chakwal respectively, seven days work a week was reported by only 6.3 and 4.0% at Chirat and Chakwal respectively.

Percentage Distribution of Children by Duration of Working Hours in Coal Mines Industry

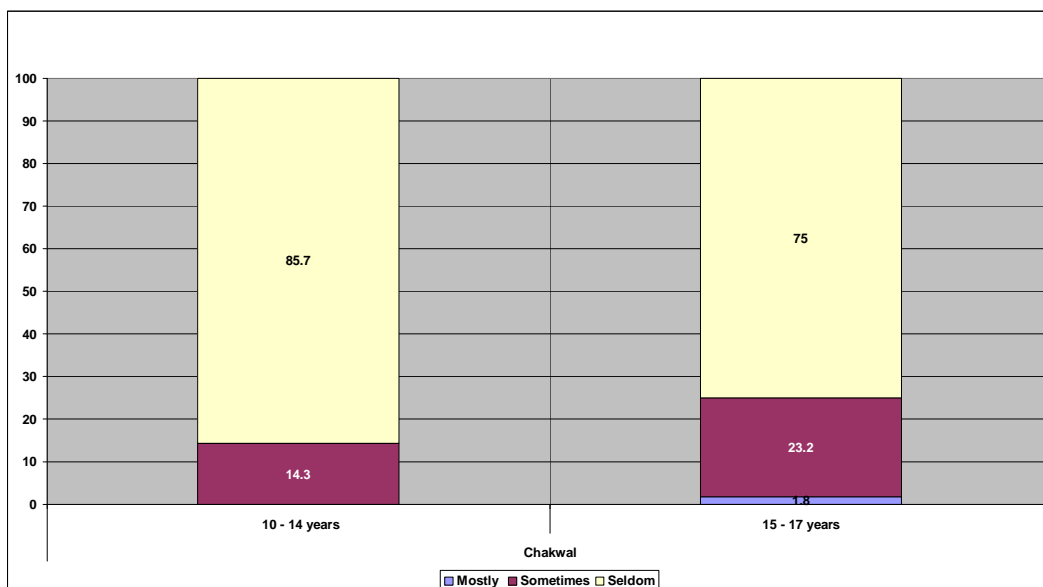


187. **Penalized by Employer:** Penalty to children in each industry is a proxy for mental or physical abuse in that industry. The highest response for mostly or sometimes penalized was received from tanneries industry, followed by surgical instrument manufacturing industry. The least frequency of penalty was reported in coal mines and glass bangles industry.
188. Among children 10 to 14 years old, 25% in Chirat and 14% in Chakwal said they were sometimes penalized. The proportion of children who were sometimes penalized in age group 15 to 17 was 16% and 23% in Chirat and Chakwal respectively.

Percentage Distribution of Children by Frequency of Penalization in Chirat Coal Mines

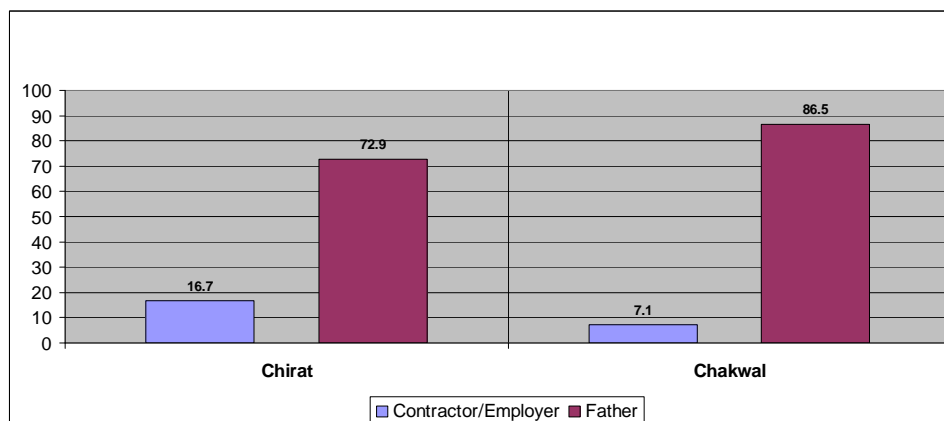


Percentage Distribution of Children by Frequency of Penalization in Chakwal Coal Mines



189. **Types of Fears Facing Children:** Children's mental health is adversely affected by fears and intimidation. At Chirat and Chakwal the working children feared most from their father (72.9%) and big boys (86.5%) respectively.

Percentage Distribution of Children by Types of Fears Faced by them



190. The two coal mine sites did not employ any child under the age of 10. The proportion of children in age group 10 to 14 years was relatively small (8% in Chirat, and 11% in Chakwal). Nevertheless, almost all tasks in the coal mines were hazardous to some extent, and involvement of children of any age calls for attention. The task of a Tapali, who carries weight on back, is perhaps, the most hazardous of all tasks children were involved in. Back injuries endured in adolescence last longer and are likely to incapacitate some children when they grow relatively older. Nearly 15% of the children in Chirat were involved in this task. The Chakwal coal mines had only a small proportion of children who were Tapalis.

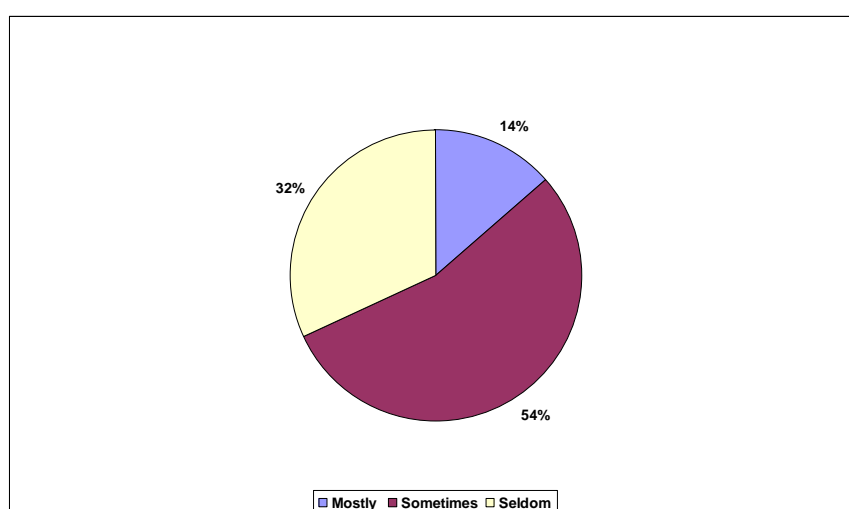
191. The safest of all tasks in this industry in which children were involved, was "working in langer" (or kitchen work), and the "donkey cart driver (Tapali)". In Chirat, 33.3% of the children were involved in these two tasks. In the Chakwal coal mines, a majority (56.4%) were involved in these two tasks. The crux of the matter is that no task around coal mines is absolutely safe. For instance, those children who were involved in breaking (22.9% in Chirat and 14.5% in Chakwal) breathed coal dust, exposing them to various respiratory diseases. An intervention involving formal or non-formal schooling is strongly recommended to reduce and prevent child labor force participation in this industry which is inherently hazardous in nature. Protection measures are also recommended for those who retained by the industry.

Percentage Distribution of Children by Tasks They Perform

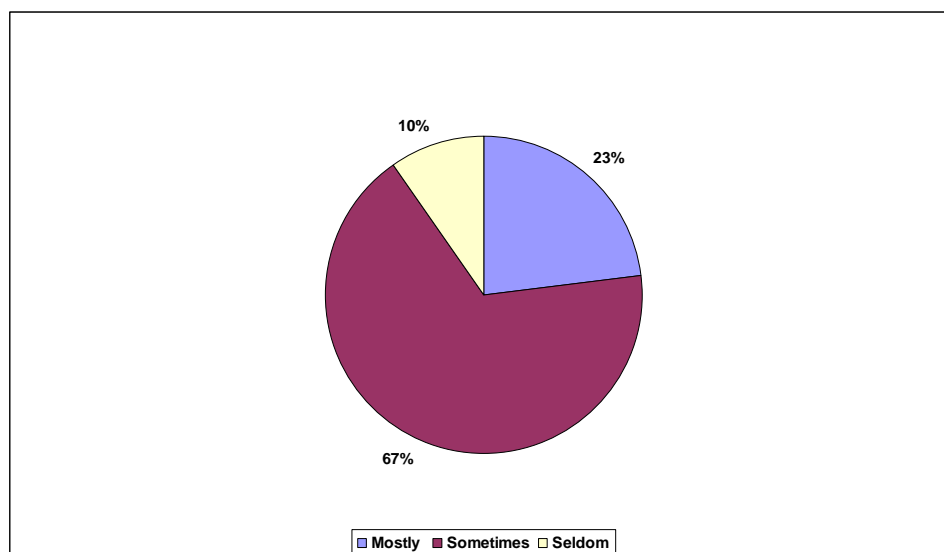
Tasks	Chirat		Chakwal	
	10 - 14 years	15 - 17 years	10 - 14 years	15 - 17 years
	%	%	%	%
Donkey Cart Driver (Tapali)	50	18.2	78.7	48.2
Assistant Cart Driver	0	0	0	1.8
Working in Langer	25	11.4	7.1	4.5
Tools Assistant	0	31.8	7.1	27.3
Breaking, Porter	25	22.7	7.1	15.5
Tapali (Carry Weight on Back)	0	15.9	0	2.7
Total	100	100	100	100

192. **Sickness and Injury Due to Work:** The extent of work related to sickness or injury reflects on the appropriateness or otherwise of the working conditions for children in coal mine industry. More than half i.e. 54.5% working children in coal mine at Chirat and about two-third i.e. 67.3% at Chakwal mentioned that they had sickness or injury due to work mostly was 13.6% at Chirat and 23.1% at Chakwal.

Percentage Distribution of Children by Frequency of Sickness and Injury Due to Work in Chirat Coal Mines

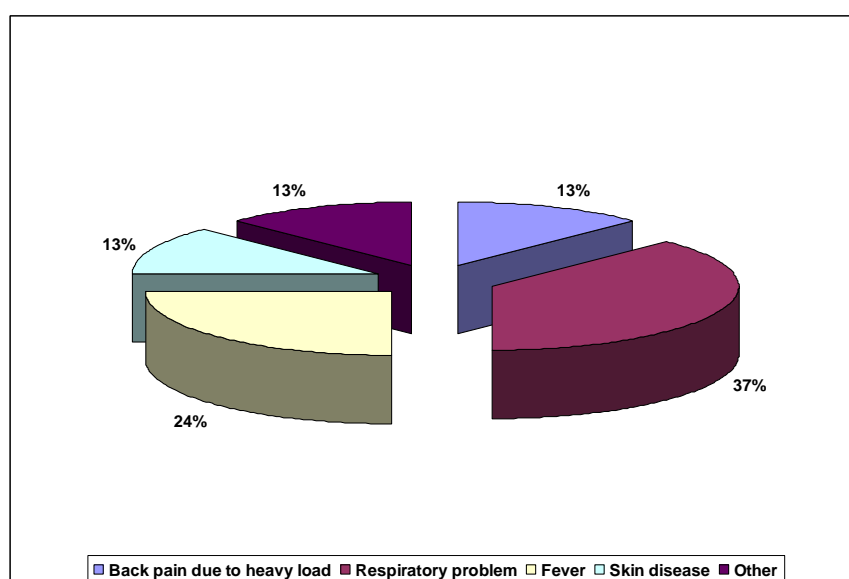


Percentage Distribution of Children by Frequency of Sickness and Injury Due to Work in Chakwal Coal Mines

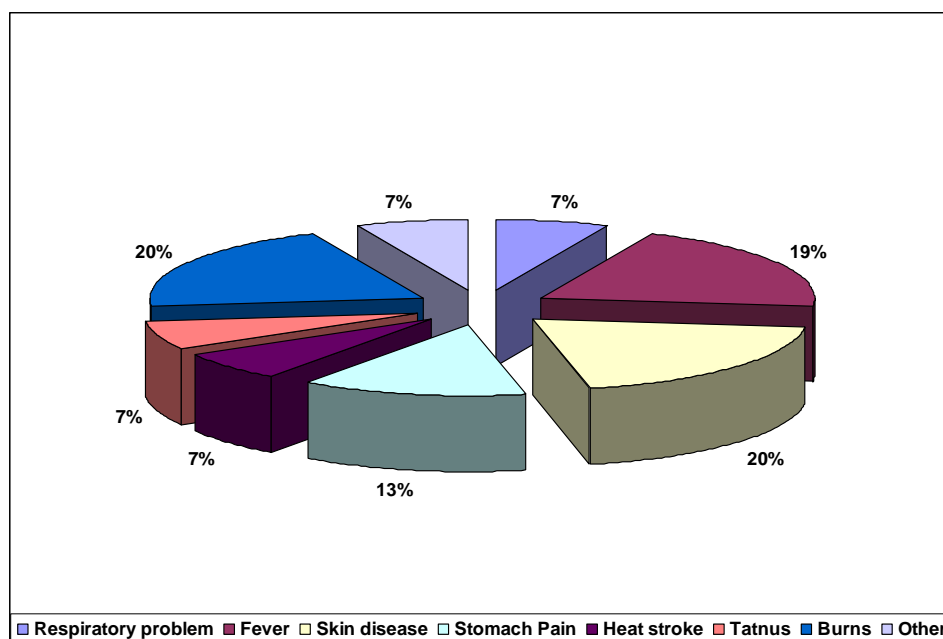


193. It was reported by 16.7 and 11.9 percent of working children at Chirat and Chakwal coal mines respectively that they were still sick.
194. Common type of sickness or injury reported at Chirat was respiratory problems (37.5%), fever, back pain due to heavy load and skin diseases were mentioned by 25%, 12.5% and 12.5% respectively. At Chakwal burns, fever and skin disease were mentioned by 20% each, stomach pain by 13.3% and respiratory problems, heat stroke and tetanus by 6.7% each.

Percentage Distribution of Children by Type of Sickness and/or Injury in Chirat Coal Mines



Percentage Distribution of Children by Type of Sickness and/or Injury in Chakwal Coal Mines



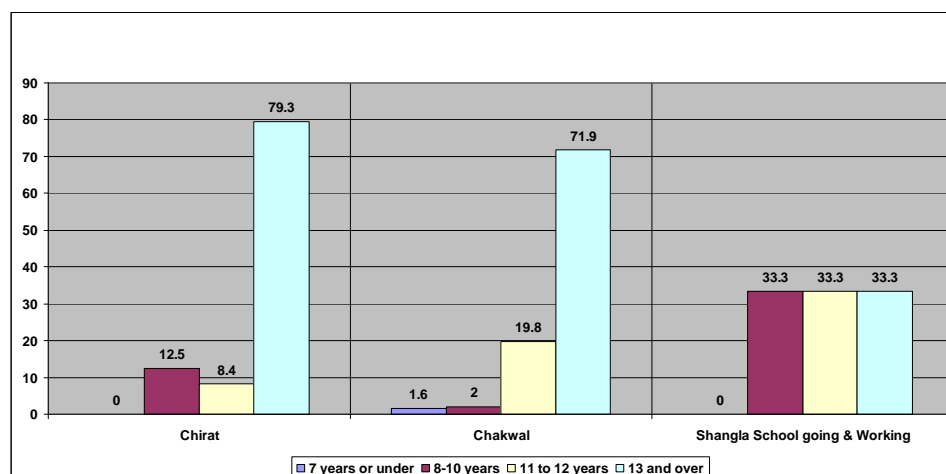
195. **Consultation With a Medical Professional in case of Work Related Illness and Injury:** An overwhelming majority of children i.e. 85.4% and 85.7% at Chirat and Chakwal respectively had not consulted medical practitioner in case of work related illness or injury. Such a situation can not be regarded as satisfactory from the point of view of occupational safety.
196. Reason given for not consulting a medical professional by 78% children at Chirat and 65.4% children at Chakwal was lack of money.
197. **Protection While Working:** It was astonishing that 100% children working in coal mine at Chirat did not wear any protection. The proportion of such children at Chakwal was 88.4%. At Chakwal gloves and boots were worn by 7.1% and 4.5% working children respectively.

Percentage Distribution of Children by Type of Protection

	Coal Mines	
	Chirat	Chakwal
Does not wear any protection	100	88.4
Boots/Shoes while working	0	4.5
Gloves	0	7.1
Head cover	0	0
Face mask on mouth & nose	0	0
Glasses	0	0
Other	0	0

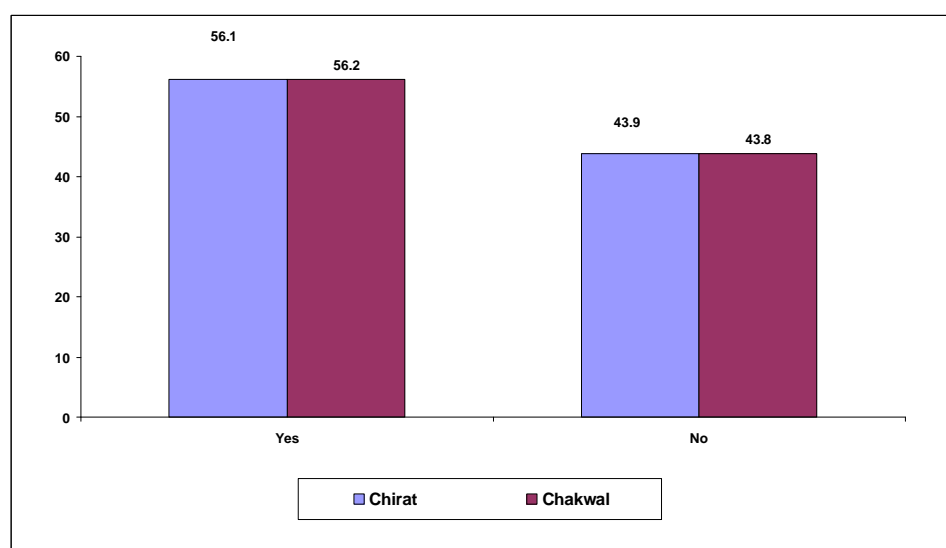
198. **Age at which the Child Started Work the First Time:** Majority of the children i.e. 52.2% started work for the first time at age of 10-14 at Chirat. In Chakwal on the other hand 3.2% had started work at age of less than 10 years, 36.9% at age of 10-14, the proportion of children starting work at age of 15 to 17 was 48.0 and 55.2 per cent respectively.

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



199. **Dropped Out of School to Work:** Our survey revealed that 56.1% and 56.2% of working children had to stop going to school to work at Chirat and Chakwal respectively.

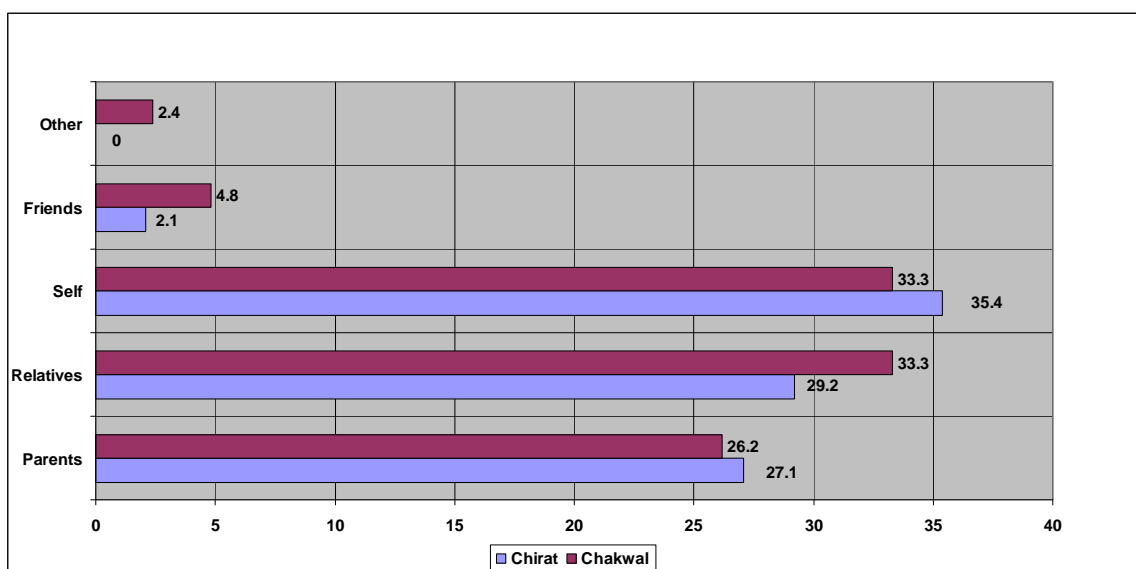
Percentage Distribution of Children by Dropped Out of School to Work



200. **Who Put the Child at Work the First Time:** In about one-third cases i.e. 35.4 and 33.3 percent at Chirat and Chakwal respectively, it was child himself, who had opted for work. At Chirat, relatives, parents and friends were responsible for putting child at work the first time in 29.2, 27.1, and 2.1 per cent of the cases respectively. At

Chakwal, the corresponding proportions were 33.3, 26.2, and 4.8 percent respectively.

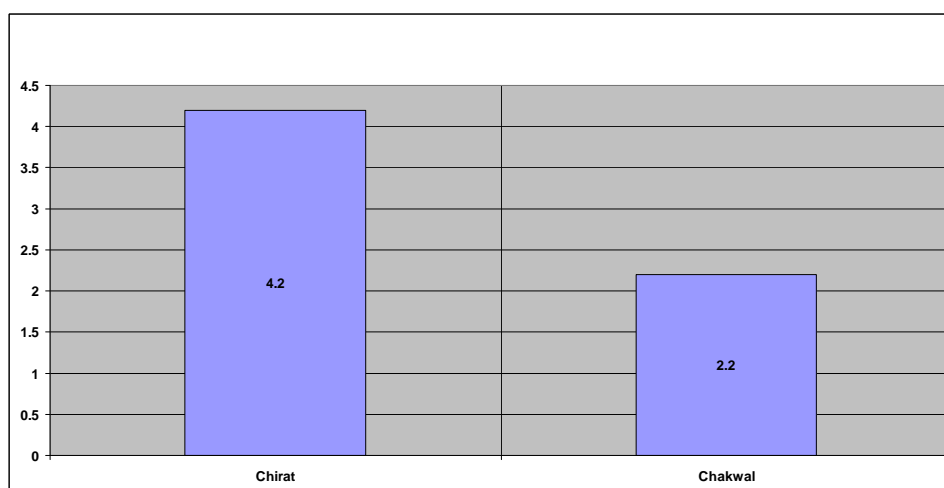
Percentage Distribution of Children by Person who Put the Child to Work for the First Time



Personal Behavior

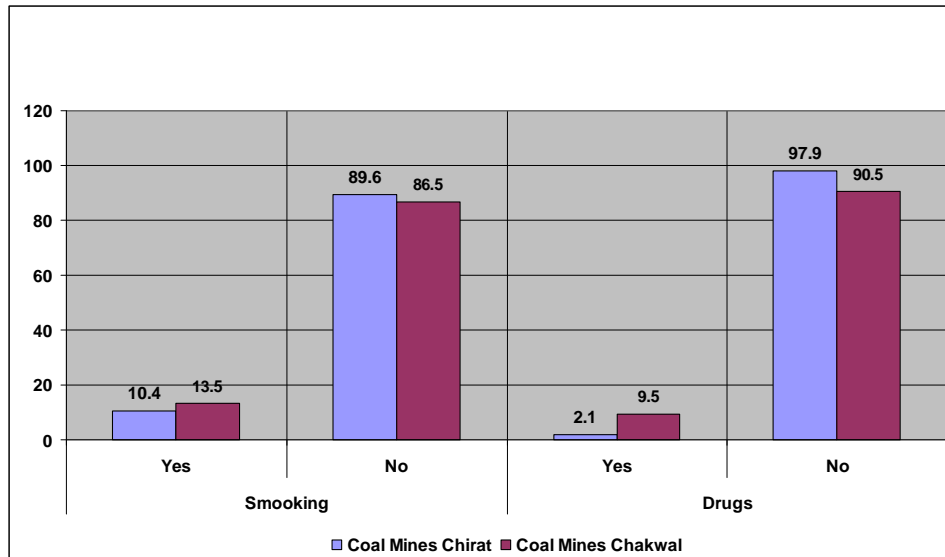
201. **Underfed Child:** The extent of underfed working children in coal mines at Chirat and Chakwal was 4.2 and 2.2 per cent respectively. This compares favourably with other industries covered in this study, however these low numbers could be a matter of perception.

Percentage Distribution of Underfed Children



202. **Smoking and Drug Use:** The proportion of children working at Chirat coal mine smoking and taking drugs was 10.4 and 2.1 per cent respectively. The corresponding figure for Chakwal coal mine was 13.5 and 9.5 per cent respectively.

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



203. At Chirat and Chakwal 25% and 62.6% children were smoking for less than 2 years respectively, while 75.0 and 37.5 per cent respectively for more than two years.
204. **Place of Spending Free Time:** About one-fifth i.e. 20.8 and 21.4 per cent children at Chirat and Chakwal respectively spent their free time at home, while 68.8% and 74.6% respectively at places other than Club, parks/ Play Ground, street, Mosque etc.

Personal Information and Perception

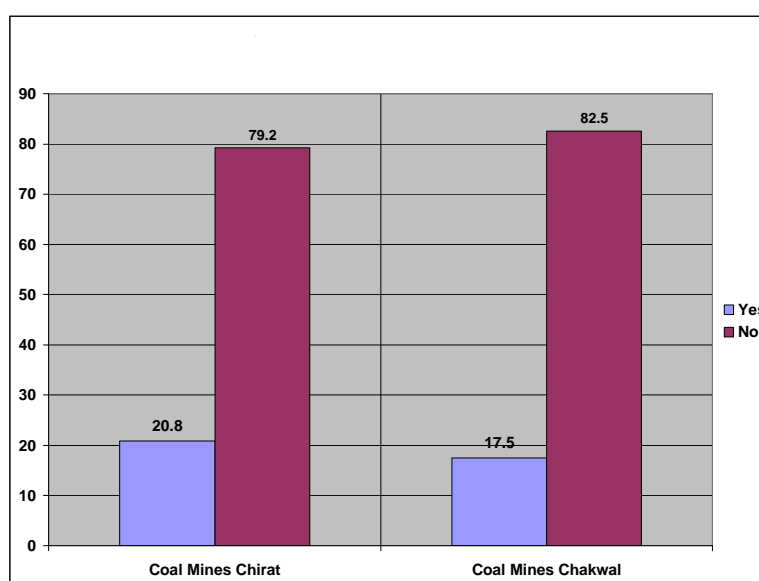
205. **Preference for School:** Majority of the working children indicated that they would go to school if arranged. Out of Shangla dropouts 66.7% indicated that they would go to school if arranged.
206. **The Type of Education:** Majority of the drop-out children from Shangla would prefer formal education i.e. full time (44.4%), part time (27.8%), while 11.1 percent and 16.7 per cent at Chirat and Chakwal would prefer vocational / technical education full time and part time respectively.
207. **Preference for Future Profession:** At Chirat, the most preferred future profession turned out to be the shop assistant (10.4%) while in Chakwal, armed forces was preferred to be the future profession (13.5). At Chirat there was a tie amongst industrial worker, tailor, Doctor, Teacher and Govt. Employ at 6.3% each for the next preferred profession. At Chakwal, teacher (9.5%), Govt. employ (6.3%) and Doctor (4.8%) were the next three most preferred occupations.

Percentage Distribution of Children by Preference for Future Profession

	Chirat	Chakwal
Mechanical worker	4.2	1.6
Carpenter	0	0.8
Blacksmith worker	0	0
Industrial worker	6.3	1.6
Tailor	6.3	0.8
Agriculture worker	0	3.2
Mason	2.1	2.4
Businessman	0	2.4
Shop assistant	10.4	1.6
Doctor	6.3	4.8
Engineer	4.2	2.4
Teacher	6.3	9.5
Government Employee	2.1	6.3
Armed Forces	6.3	13.5
Other	41.7	42.1
Do not know	3.8	7

208. **Abuse in Job:** The incidence of child abuse in job was found to be the lowest in coal mine industry i.e. 20.8% and 17.5% at Chirat and Chakwal respectively.

Percentage of Children Reporting Abuse



209. The intensity of abuse was mentioned to be “Medium” in 50.0 and 60.0 per cent cases at Chirat and Chakwal coal mine respectively, while it was regarded as “Heavy” in 20 and 15 percent cases respectively.

Percentage Distribution of Children by Intensity of Abuse

	Chirat	Chakwal
Medium	30.0	25.0
Medium	50.0	60.0
Heavy	20.0	15.0

210. **Environmental Situation at Workplace:** The extent of environmental hazards at work place has a bearing on whether child labour is safe or not. Cleanliness, lighting and ventilation was reported as “bad” by 68.8, 60.4, and 54.3% of working children at Chirat and 41.3, 30.2, and 44.4 per cent at Chakwal respectively. Apparently there is a need for improvement of environment conditions at workplace of children working in coal mines.

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

	Chirat	Chakwal
Cleanliness	68.8	41.3
Lighting	60.4	30.2
Ventilation	54.3	44.4

211. As far as safety of work tools at work place is concerned, they were regarded as unsafe by 45.8 and 48.4% respectively.

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

	Chirat	Chakwal
Unsafe	45.8	48.4

212. **Recommendation of Job in the same Industry to Siblings:** An overwhelming majority of children working in coal mines i.e. 87.5 and 87.0 percent at Chirat and Chakwal respectively stated that they would not recommend this job to their siblings. There is a clear indication that the working children are not satisfied with their work and they would prefer their siblings to do something else.

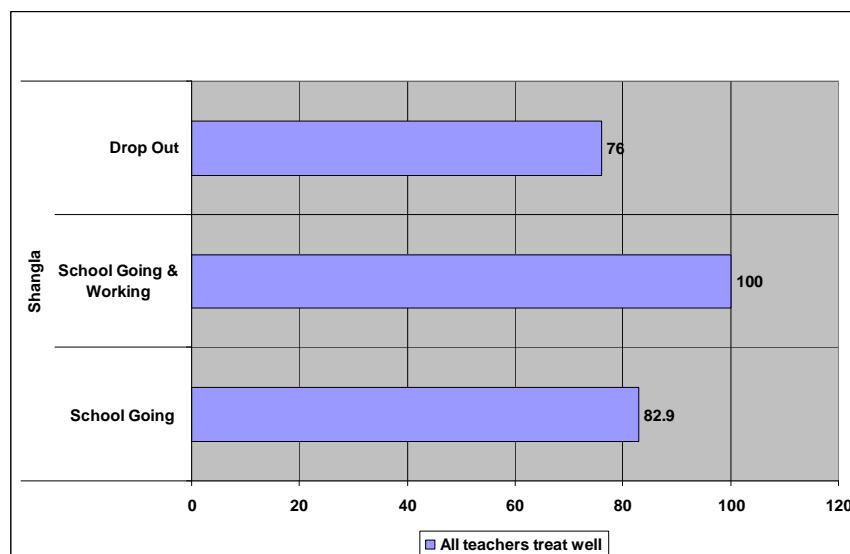
Percentage Distribution of Children by Perception of Recommendation of their Job to their Siblings

	Chirat	Chakwal
Yes	12.5	13
No	87.5	87

Perceptions of Children about School and Work

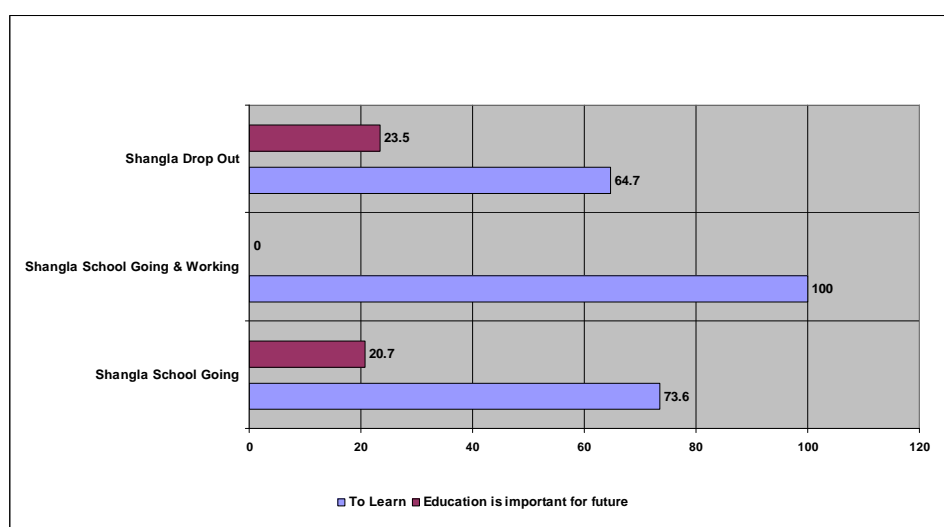
213. **Children's Perception about Treatment by Teachers:** Most school going children (82.9%) believed that all school teachers treat children well. All school going and working children thought similarly. However in case of school drop outs only 76% thought that all school teachers treat children well.

Percentage Distribution of Children by Perceptions about Treatment by Teachers



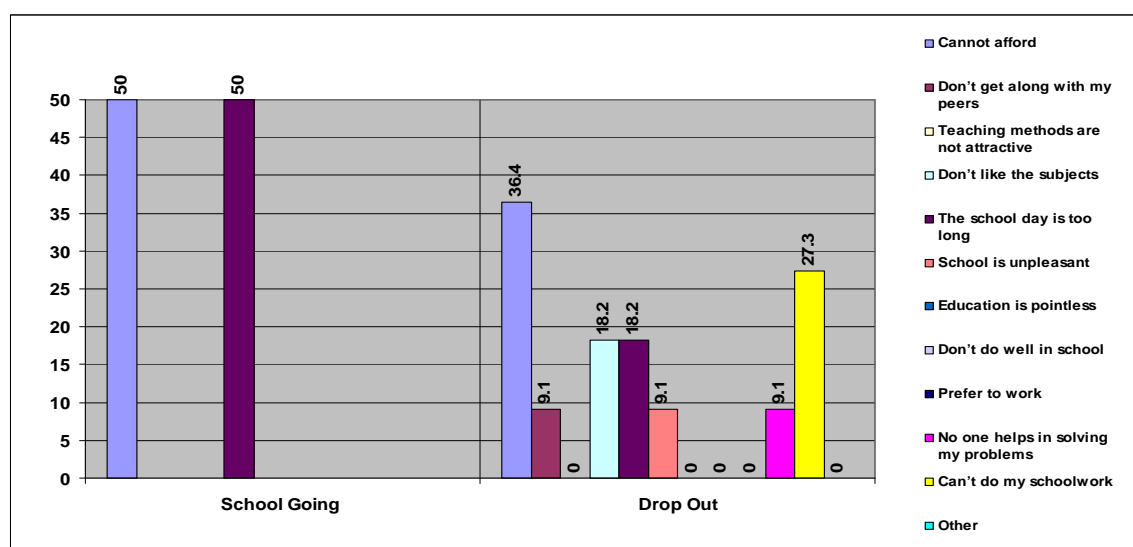
214. **Reason for Attending School:** To learn was the reason given for attending schools by 73.6%, 100 and 64.7% of school going and working and drop out children respectively. Education is important for future was indicated by 20.7% of school going and 83.5% of drop-out children from Shangla.

Percentage Distribution of Children by Reasons for Attending School



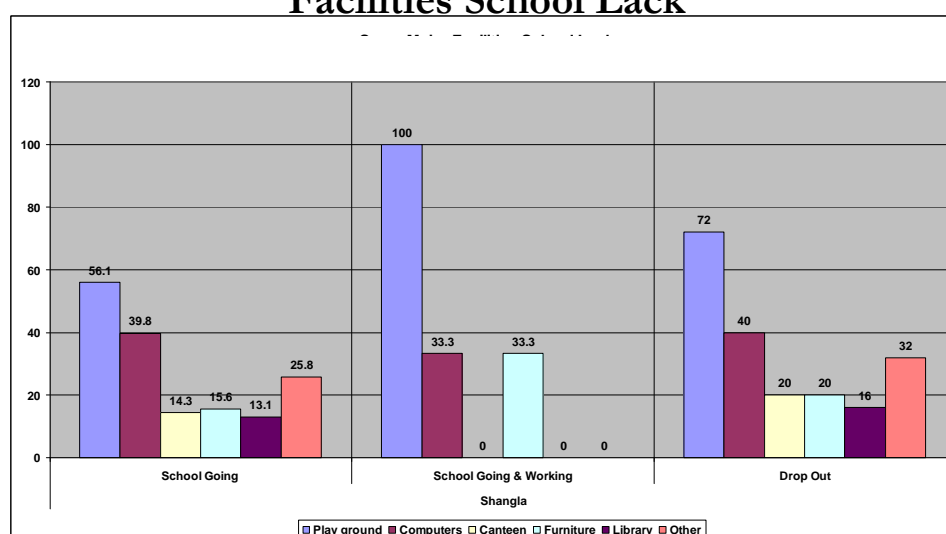
215. **Reason for Disliking School Attendance:** Out of the Shangla school going children, 50% said they cannot afford, while another 50% said that the school day is too long. In case of drop-out children, 36.4% said they cannot afford, while 18.2% each stated that school day is too long, and don't like the subject. While 9.1% each said that school is unpleasant and don't get along with my peers.

Percentage Distribution of Children by Reasons for Disliking School



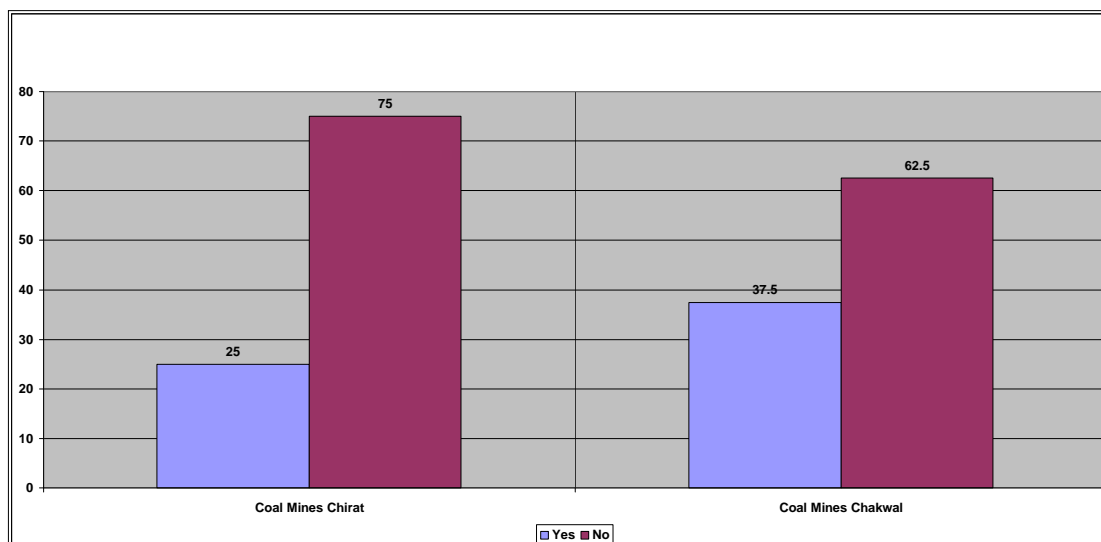
216. **Facilities School Lack:** Play ground, computers and furniture were the three most frequently mentioned lacking facilities in school by school going and working and drop out children alike. The proportion of children indicating mining play ground was 56.1%, 100% and 72% respectively. While the proportion of children indicating lack of computers was 39.8%, 33.3% and 40% respectively. Furniture lacking was mentioned by 15.6, 33.3 and 20% respectively. Policy makers in these finding.

Percentage Distribution of Children by their Perception of Facilities School Lack



217. **Percent Distribution of Children Liking their Work:** An over whelming majority of children working in coal mine of Chirat (75%) and Chakwal (62.5%) did not like their work. This apparently has to do with inappropriate work environment in coal mines.

Percentage Distribution of Children by Liking their Work



218. **Parents Happy with their Child work:** All the parents of children working in coal mines of Chirat and 62.5 parents of children working in coal mines of Chakwal were not happy with their child work.
219. **Children's Preference for Future Professions of Working Children:** Regarding their future profession 10.4% of working children at Chirat mentioned as shop assistant, while 6.3% each mentioned industrial workers , tailor, teacher, armed forces and doctor. In case of Chakwal 13.6% indicated armed forces, 9.5 teacher and 6.3% wanted to be Govt. Employee.

Percentage Distribution of Children by Future Professions

Chirat			
Future Profession	%	Future Profession	%
Mechanical worker	4.2	Shop assistant	10.4
Carpenter	0	Doctor	6.3
Blacksmith worker	0	Engineer	4.2
Industrial worker	6.3	Teacher	6.3
Tailor	6.3	Government Employee	2.1
Agriculture worker	0	Armed Forces	6.3
Mason	2.1	Other	41.7
Businessman	0	Do not Know	4.2

Chakwal			
Future Profession	%	Future Profession	%
Mechanical worker	1.6	Shop assistant	1.6
Carpenter	0.8	Doctor	4.8
Blacksmith worker	0	Engineer	2.4
Industrial worker	1.6	Teacher	9.5
Tailor	0.8	Government Employee	6.3
Agriculture worker	3.2	Armed Forces	13.5
Mason	2.4	Other	42.1
Businessman	2.4	Do not Know	7.1

220. **Parents Preference for Future Professions of Working Children:** Parents had modest expectations about future profession of their child. At Chirat 25% each wanted their child to be mechanical worker and tailor, while at Chakwal 12.5% wanted their child to be mechanical worker while 6.3% each wanted their child to be tailor, mason or teacher. An overwhelming majority 68.8% wanted their child to have a profession other than listed in the table.

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

	Parents	
	Chakwal	Chirat
Mechanical worker	12.5	25
Carpenter	0	0
Blacksmith worker	0	0
Industrial worker	0	0
Tailor	6.3	25
Agriculture worker	0	0
Mason	6.3	0
Businessman	0	0
Shop assistant	0	0
Doctor	0	0
Engineer	0	0
Teacher	6.3	0
Government Employee	0	0
Armed Forces	0	0
Other	68.8	50
Do not know	0	0

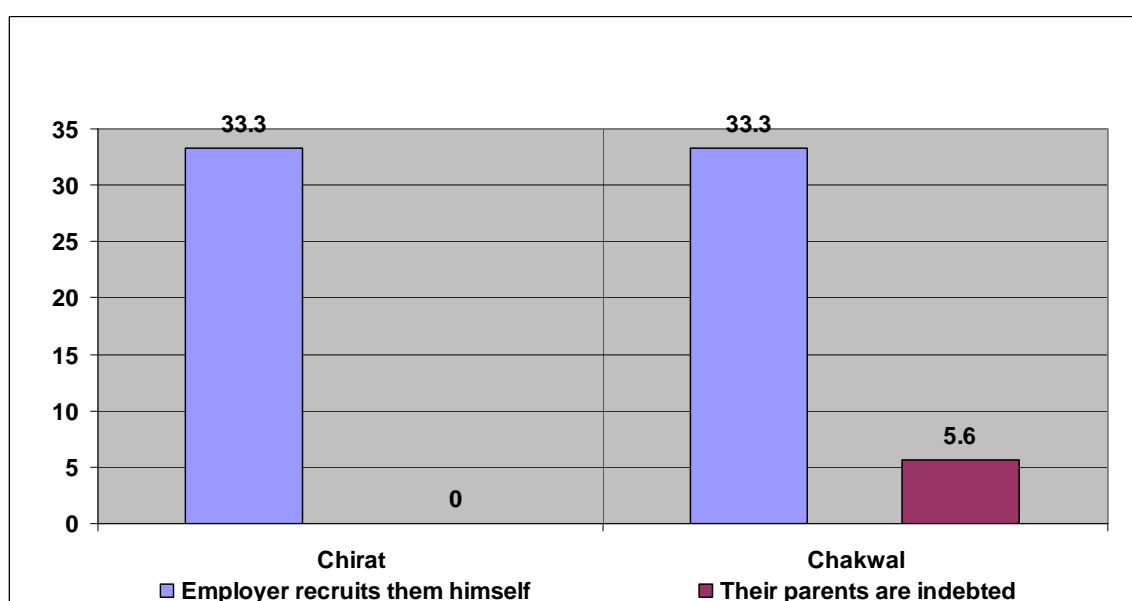
221. **Reason for Working:** The most frequent reason given by children for working was poverty i.e. by 95.8 and 92 % at Chirat and Chakwal respectively.

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222. **Benefit to Family from Childs Work:** Financial support of the family was the benefit perceived by 100% parents accruing from their child's work both at Chirat and Chakwal.

EMPLOYERS' VIEWS

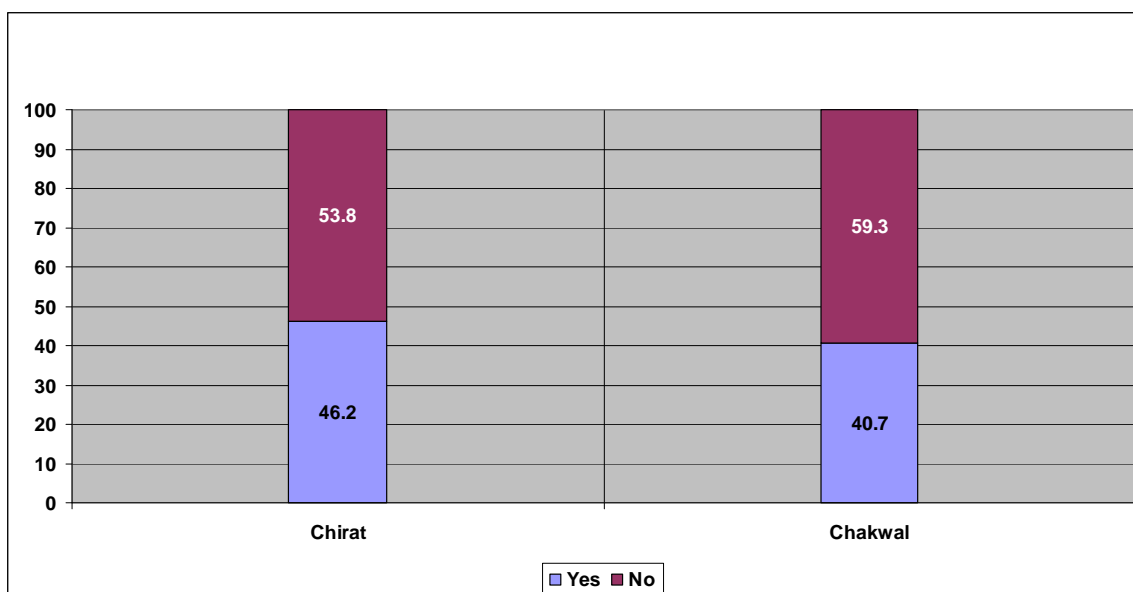
223. In this section response of employees on issues like mode of recruitment of children, employer's income, knowledge of legal aspects of employing children. Efficiency of educated workers and non-formal schools for working children are presented.
224. **Mode of Recruitment:** At Chirat 44.4% employees reported children coming on their own 33.3% said that they recruited the children, while 11.1% stated that other child workers referred them. In case of Chakwal, 61.1% indicated children coming on their own, 33.3% mentioned they recruited the children while 5.6% mentioned that their parents are indebted to them.

Percentage Distribution of Employers by Mode of Employment



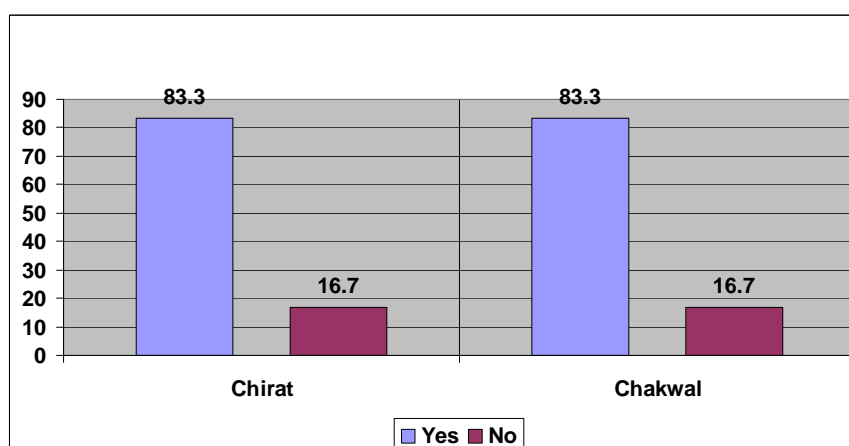
225. **Knowledge of Legal Aspects of Employing Children:** In coal mine industry 100% employers at Chirat and 92.6% employers at Chakwal acknowledge having knowledge about legal aspects of child labour.
226. **Employers Perception on Efficiency of Educated Child Worker:** In coal mining industry, majority of the employers thought that educated workers were not more efficient. I.e. 53.8% and 59.3% at Chirat and Chakwal respectively. Such a response may be due to hard physical nature of work and poor environmental conditions at work place to which uneducated labour may be less likely to object.

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



227. **Opening and Managing Non-Formal Schools:** An overwhelming majority of employees i.e. 83.3% both at Chirat and Chakwal supported the idea of opening non formal schools for children working in coal mines. Out of these employers who favored NFS, 100 % at Chirat and 90% at Chakwal also indicated that they would participate in management of non formal schools. Furthermore 75 and 70 per cent of those willing to participate in management of non formal schools committed to make financial contributions to such schools. Moreover 87.5% and 100% of employers at Chirat and Chakwal respectively were willing to spare their working children to attend the non formal school.

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



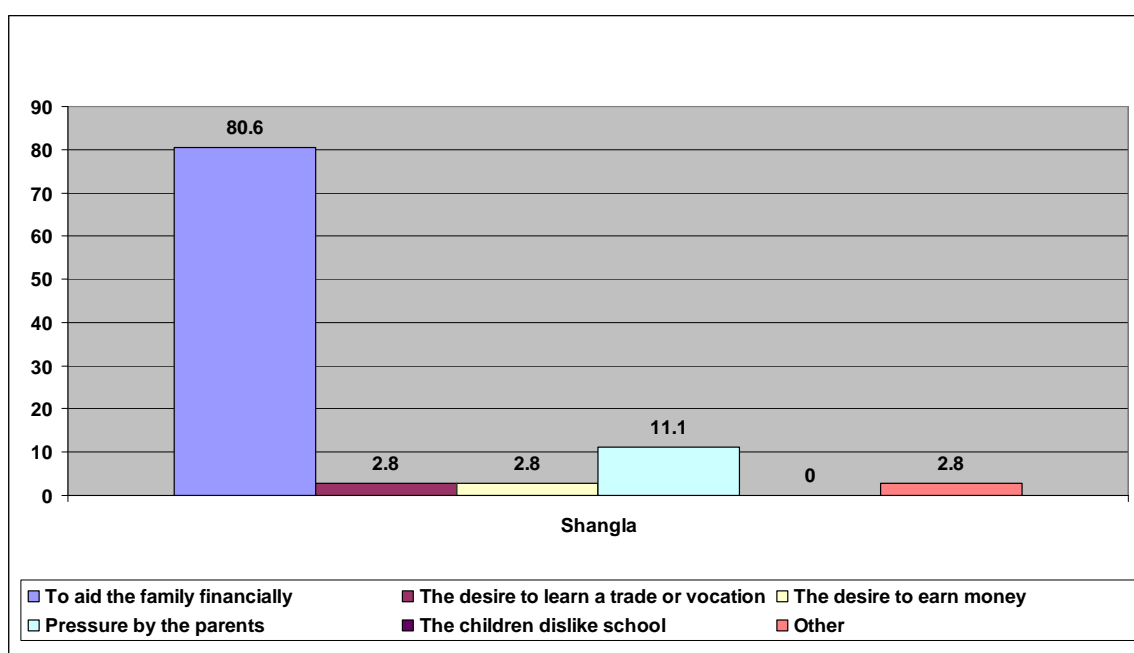
228. At Chirat and Chakwal, 25% and 30% employees respectively were willing to allow children to go to non-formal school for 2 hours a day, willingness to spare children

for 3 hours a day was even higher i.e. 62.5% and 40% of employers at Chirat and Chakwal respectively. Furthermore 12.5% and 10% employers at Chirat and Chakwal respectively were willing to spare children up to 4 hours a day.

TEACHERS' VIEWS

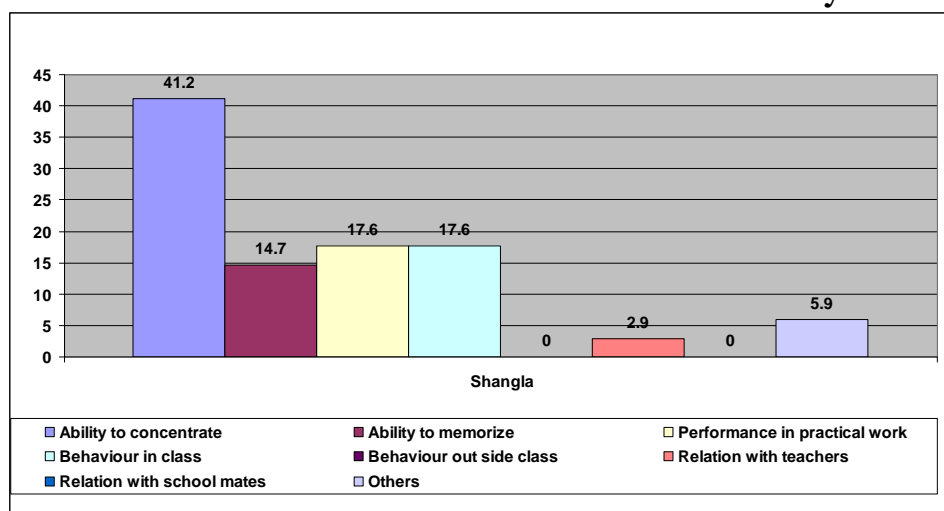
229. To develop a proper understanding of the issues concerning child labour and mechanism for attracting children to schools, it is important to be aware of teachers' perceptions on these matters.
230. **Reason for Children Turning to Work:** About four-fifth of the teachers i.e. 80-6 per cent were of the view that helping the family financially was the most important reason for children resorting to work.

Percentage Distribution of Children by Reasons for Children to Work



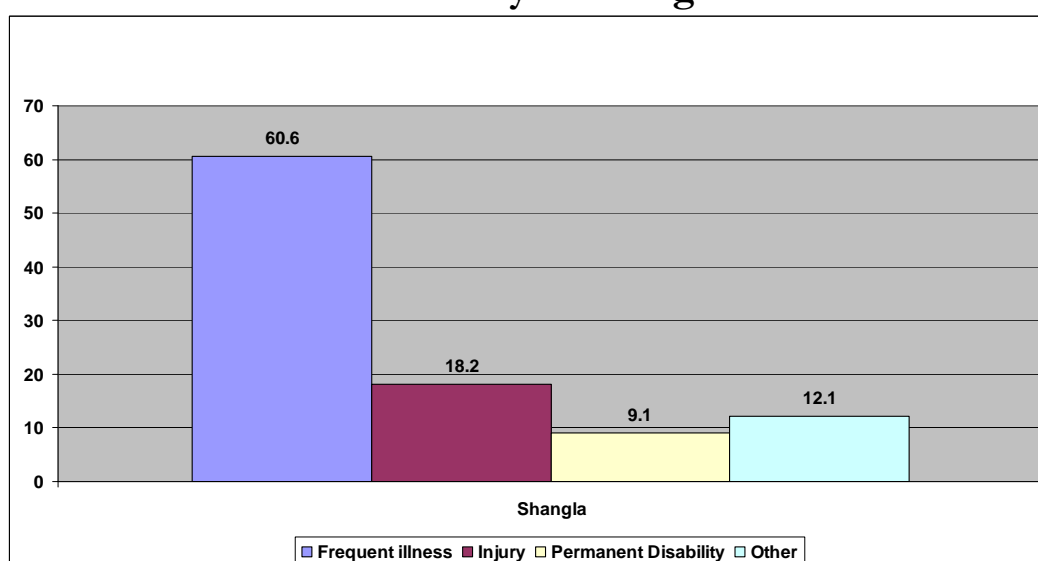
231. **The Manner in which Children's Work Affects Them:** Child labour was believed to be having an adverse effect on his ability to concentrate as 41.2 per cent teachers shared this opinion, while 14.7, 17.6, 17.6, and 2.9 per cent teachers thought that child's work affected their ability to memorize, behaviour in class and relation with teachers respectively

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



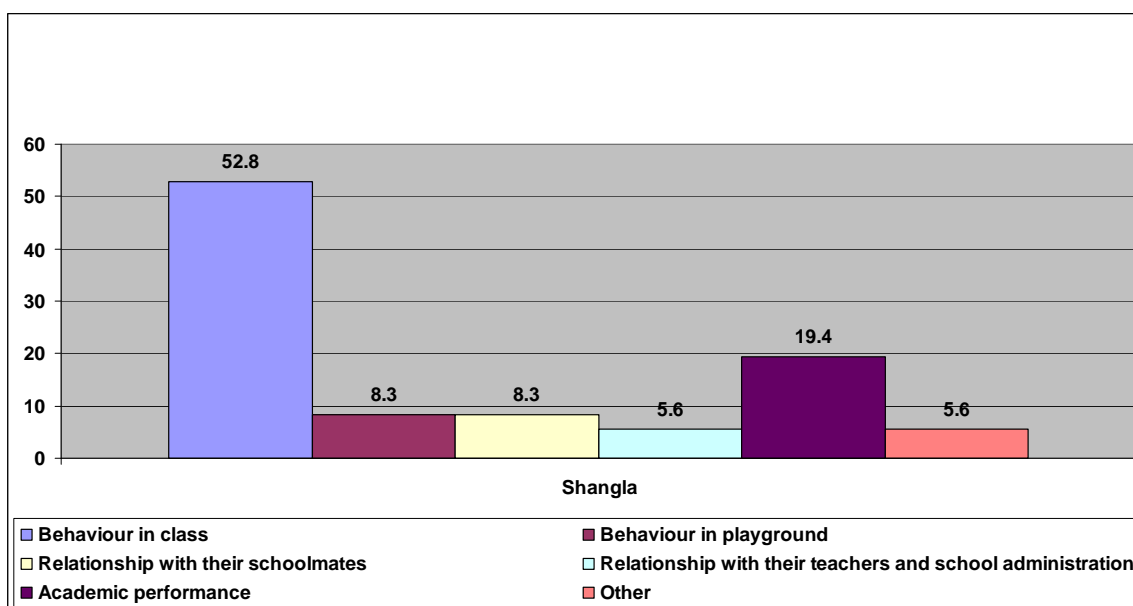
232. **The Kind of Support Given by the School to Working Children:** The teachers observed that school provided financial support (40 %) other support (40%) and teaching support (20%) to children.
233. **Psychological Hazards of Work Facing Children:** The teachers were asked to comment on the psychological hazards of work for the children. About two-third i.e. 67.7 per cent said that they feel depressed, 16.1 per cent mentioned lack of confidence, 12.9 per cent indicated shyness while 3.2 per cent stated other hazards
234. **Physical Hazards Facing Working Children:** Of the various kinds of possible physical hazards, frequent illness was mentioned by 60.6 per cent, injury by 18.2 per cent, permanent disability by 9.1 per cent and other by 12.1 per cent

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



235. **Reasons for Children's Dropout:** The teachers were asked to indicate the possible reason for children's dropout from school. Physical punishment of students by teachers was mentioned as the contributing factor by 87 per cent
236. Teachers verbal punishment of student by the teacher, teacher being and other reasons were given 4.3 per cent each.
237. **Behaviour Difference Between Working and Non-Working students:** Regarding the perceived differences between students who work and those who just study, 52.8 % thought that they behave differently in class. Difference in academic performance were mentioned by 19.4%, 8.3% thought there were differences in behaviour in play ground as well as in relationship with their school mates while 5.6 per cent thought that there are differences in relationship with their teachers.

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



238. **Facilities Lacking in School which may Contribute to Children to Dropout:** Like student s, teachers also ranked missing sports facilities at the top. i.e. 59.5 per cent computer labs and by library (27% each) and scientific lab (21.6%).

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

	Shangla		
	School Going	School Going & Working	Drop Out
Play ground	56.1	100	72
Computers	39.8	33.3	40
Canteen	14.3	-	20
Furniture	15.6	33.3	20
Indoor sports facilities	0.4	-	4
Out door sports facilities	2.9	-	8
First aid post	3.7	-	4
Library	13.1	-	16
Transportation	4.9	-	-
An art room	-	-	-
A workshop	-	-	-
Latrine	8.2	3.3	12
Other	25.8	-	32
Do not know	7.4	-	-

239. **Extent of Labour Among Children in Schools:** Almost half the teachers i.e. 47.4% thought that there were many cases of child labour in the school, 31.6% mentioned a few cases, while 21.1 per cent reported no known cases.
240. **Suggestion to Attract, Retain and Improve The Performance of the Working Children:** Free education was most frequent mentioned strategy to attract and retain working children and improve their performance in school (73.7%). Evening school and free refreshment was suggested by 18.4 % each followed by good teachers (13.2 per cent).

V. FINDINGS FROM QUALITATIVE RESEARCH

FOCUS GROUP - GENERAL

241. 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.
242. 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.
243. In all, 6 Focus Groups were conducted in Coal Mine areas of Chirat, Chakwal and Shangla.

Location & Types of FGs

Place	Contractors, Owners and Workers	Working Children	Key informants	Total
Chakwal	1	1	1	4
Chirat	1	0	1	1
Shangla	0	0	1	1
Total	2	1	3	6

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

Guide Lines for Focus Group:

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

SPECIFIC GUIDE LINES FOR FOCUS GROUP RESEARCH-PARENTS

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

SPECIFIC GUIDELINES FOR FOCUS GROUP-CHILDREN

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

SPECIFIC GUIDELINES FOR FOCUS GROUP-OWNERS

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

FINDINGS OF FOCUS GROUPS

247. The significant findings drawn from the synthesis of focus groups with working children, key informants owners, manufacturers and contractors in coal mine area are as follows.
248. A variety of causes were discussed by various participants and key informants. For instance, where as for working children the most important reason is the poor socio economic status, other reasons includes low educational returns, large family size, inspiration from elders and no other option(s). Owners, manufacturers and contractors and key informants had the same views that poverty is the main cause to join labour force.
249. According to almost a large majority of owner/manufacturers/contractors that a small number of children were working in coal mines, because government has check and control upon coal mine, so owners/contractors could not engage children in the mines less than 18 year of age. The proportion of children under age 10 to 14 years is very small as they were aware about legal aspect to employee children on this work. In Chakwal mostly labour come from Swat, Shangla, Kohat and Azad Jammu & Kashmir.
250. According to working children and owners/contractors almost all the tasks in coal mine were hazardous, because there was always danger of mine collapse and head injuries. Workers can suffer permanent respiratory diseases. In case of accident and injury first aid is provided. According to children the task of Tapali, particularly, who carries weight on back, is perhaps, the most hazardous of all tasks. They complained that there was no dispensary near mines to meet any emergency. The most common sicknesses were respiratory, skin and fever.
251. Almost all the contractors complained they lack electricity, potable water and recreational facilities; they were cut off from the world.. They lack skilled labour and modern technology due to that reason quality of coal was also low. The skilled labour employed was expensive. Children had slightly different views they were not satisfied with the working conditions and did not like to continue this work. According to children there is always danger of mine collapse. Working children did not wear any protection. They work 8 to 9 hours a day and per day income was 80 rupees only.
252. Owners/contractors thought that educated workers were not more efficient but some voiced against and wished that education was provided free of cost to working children. They supported the idea of opening non formal schools in coal mine area as they were willing to participate in management of non formal schools and committed to make financial contribution to schools. They were also willing to allow children to go to non formal school for 2 hours a day. Children had different views. Almost all the children have high aspiration regarding education they did not like working in coal mine where work is tough. Dropout thought they would prefer going to school if schooling was affordable, and if their parents allowed them to switch to schooling.

Profile of a Typical Child in Coalmines of Chakwal

253. Zahid is a 16 years old boy who has been working in coalmines of Chakwal for the last three years. He hails from the nearby community of Alpurai, Shangla District, where his parents live along with his 4 other siblings. Working in the coalmines is considered a man's profession, so all of his colleagues are males.
254. 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 still seems pretty insufficient to buy basic necessities of life. The entire family makes slightly over Rs. 5,975 per month, averaging Rs.819 per person in his household. This level of income places his family close to the poverty line of Rs.750 per capita, established in 2002-2003. His father is primarily responsible for family's financial needs, as is true about 54% of other children working in the Chakwal coalmines.
255. His own wages are Rs. 2,521 per month, which constitute roughly 42% of his family's entire monthly income. He does not have many younger children working with him, and over 84% of his colleagues make over Rs. 2,000 per month.
256. His mother is illiterate, like almost all children in Shangla, and 96% of his co-workers in Chakwal. His father is illiterate as well, like 77% of his co-workers from Chakwal and almost everyone in Chirat. Like 93% of other children in the industry, Zahid works full time and does not go to school, because he needs to work in order to help his family financially. He is lucky that he can read unlike 49% of other boys but cannot write, like 51% other children working in the same industry. When he was younger, he started going to school but dropped out because his parent did not have enough money for his schooling, and they needed his economic contribution too. In spite of the poverty, Zahid perceives that he gets enough to eat.
257. Zahid got to join the industry because of his father, who was already working in the coalmine industry. He has been working in the industry for close to 3 years. He started working in the industry when he was barely over 13 years old. He likes the way things have evolved for him but would not recommend the job for his siblings in the same industry.
258. There are work hazards facing him, including rare penalties from the employer. He has to do various tasks, some of which are relatively safer, e.g., "working in langer" (or kitchen work), and the "donkey cart driver (Tapali)". The reality is that no task around coal mines is absolutely safe because dust is everywhere, exposing him and other co-workers to various respiratory diseases. These work hazards, coupled with poor standards of cleanliness, lighting, and ventilation make him vulnerable to sickness, particularly fever, skin disease, stomach pain and respiratory problems. Regardless of occasional injuries, he is not convinced about the need to use any protective gear and gadgets such as hand gloves, face mask, or protective eyeglasses. There are many fear factors in his life, but he is afraid of his father the most.
259. He spends most of his day working. When he is free, though very infrequently so, he hardly spends any time doing leisure activities in the clubs, parks, or playgrounds. Most of his time is spent in his tiny apartment he shares with three of his other co-

workers, because he is too tired to go around. Besides, there are not many choices for leisure activities. Some of his friends smoke at this early an age but he doesn't. Neither does he use drugs.

- 260.** Like 56% other boys at his work, Zahid had to drop out of school to start working. He regrets his failure to continue schooling. He will consider going back to school if one was affordable and if he could be spared for that time. In that case, he wishes to go for full time formal education but his employer thinks that vocational or technical education may be more suitable at his age. He remembers the main purpose for him of schooling used to be learning. He believes that the school he attended lacked some basic facilities such as play ground, computers, canteen, and furniture.
- 261.** He would like to join armed forces, become a teacher, or become a government employee. His parents though, wanted him to become a mechanical worker, a tailor, a mason, or a teacher.

Profile of a Typical Child in Coalmines of Chirat

262. Shakeel is a 16 years old boy who has been working in coalmines of Chirat for the last three years. He hails from the nearby community of Alpurai, Shangla District, where his parents live along with 3 of his sisters and 2 brothers. Working in the coalmines is considered a man's profession, so all of his co-workers are males.
263. 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 still seems pretty insufficient to buy basic necessities of life, although there is a small proportion of household who are economically better off, because some of their family members send remittances from abroad. Shakeel's entire family makes about Rs.6,575 per month, averaging Rs.832 per person in his household. This level of income places his family close to the poverty line of Rs.750 per capita, established in 2002-2003. His father is primarily responsible for family's financial needs, as is true about 52% of other children working in the Chirat coalmines.
264. His own wages are Rs. 2,506 per month, which constitute roughly 38% of his family's entire monthly income. He does not have many younger children working with him, and over 84% of his co-working children make over Rs. 2,000 per month.
265. His mother is illiterate, like almost all children working in Chirat. His father is illiterate as well, like 86% of his co-working children in Chirat. Like almost every working child in the industry, Shakeel works full time and does not go to school, because he needs to work in order to help his family financially. Like 66% other child co-workers, Shakeel cannot read, and like 73%, he cannot write. When he was younger, he started going to school but dropped out because his parent did not have enough money for his schooling, and they needed his economic contribution too. In spite of the poverty, Shakeel perceives that he gets enough to eat.
266. Shakeel got to join the industry because of his father, who was already working in the coalmine industry. He has been working in the industry for close to 3 years. He started working in the industry when he was barely over 13 years old. He likes the way things have evolved for him but would not recommend the job for his siblings in the same industry.
267. There are work hazards facing him, including rare penalties from the employer. He has to do various tasks, some of which are relatively safer, e.g., "working in langer" (or kitchen work), and the "donkey cart driver (Tapali)". The reality is that no task around coal mines is absolutely safe because dust is everywhere, exposing him and other co-workers to various respiratory diseases. These work hazards, coupled with poor standards of cleanliness, lighting, and ventilation make him vulnerable to sickness, particularly fever, skin disease, stomach pain and respiratory problems. Regardless of occasional injuries, he is not convinced about the need to use any protective gear and gadgets such as hand gloves, face mask, or protective eyeglasses. There are many fear factors in his life, but he is afraid of his father the most.
268. He spends most of his day working. When he is free, though very infrequently so, he hardly spends any time doing leisure activities in the clubs, parks, or playgrounds.

Most of his time is spent in his tiny apartment he shares with three of his other co-workers, because he is too tired to go around. Besides, there are not many choices for leisure activities. Some of his friends smoke at this early an age but he doesn't. Neither does he use drugs.

- 269.** Like 56% other boys at his work, Shakeel had to drop out of school to start working. He regrets his failure to continue schooling. He will consider going back to school if one was affordable and if he could be spared for that time. In that case, he wishes to go for full time formal education but his employer thinks that vocational or technical education may be more suitable at his age. He remembers that the main purpose for him of schooling used to be learning. He believes that the school he attended lacked some basic facilities such as play ground, computers, canteen, and furniture.
- 270.** Concerning his future profession, Shakeel would like to be a shop assistant, join armed forces, become a teacher, or become a doctor. His parents though, wanted him to become a mechanical worker, or an industrial worker.

VI. CONCLUSION AND RECOMMENDATIONS

Conclusion:

271. A sizeable incidence of child labour was evident in all industries covered in the four Baseline Survey (BLSs) with estimated 700-750 in tanneries, 5,800 in surgical tools manufacturing, and 9,800-10,000 in glass bangles industry. The coal mines of Chirat, Noshara, (750) and Chakwal (100) were had relatively lesser number, particularly, of younger children. Most children came from poor households and mostly had illiterate parents. The average monthly income per person ranged from Rs.649 in glass bangles industry to Rs.832 for coal mines in Chirat. 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 (95.8% to 64.3%) mentioned they were working to help family financially.
272. 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. For instance in tanneries, 100% of children of ages 5 to 9 years made less than Rs.1000 per month, with an average of Rs.220. 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.
273. The qualitative research (FGDs) also drew attention toward the need for raising awareness about the importance of education. In face of high levels of unemployment, parents were not certain about the need or value of child education and it was not a high priority. This is so, because they believe in the myth that greater education breeds unemployment and frustration. The general distrust about education, and lack of interest in education among children leads to their induction in child labour. High quality schools, qualified teachers, and better quality curriculum are needed to improve the situation in this direction.

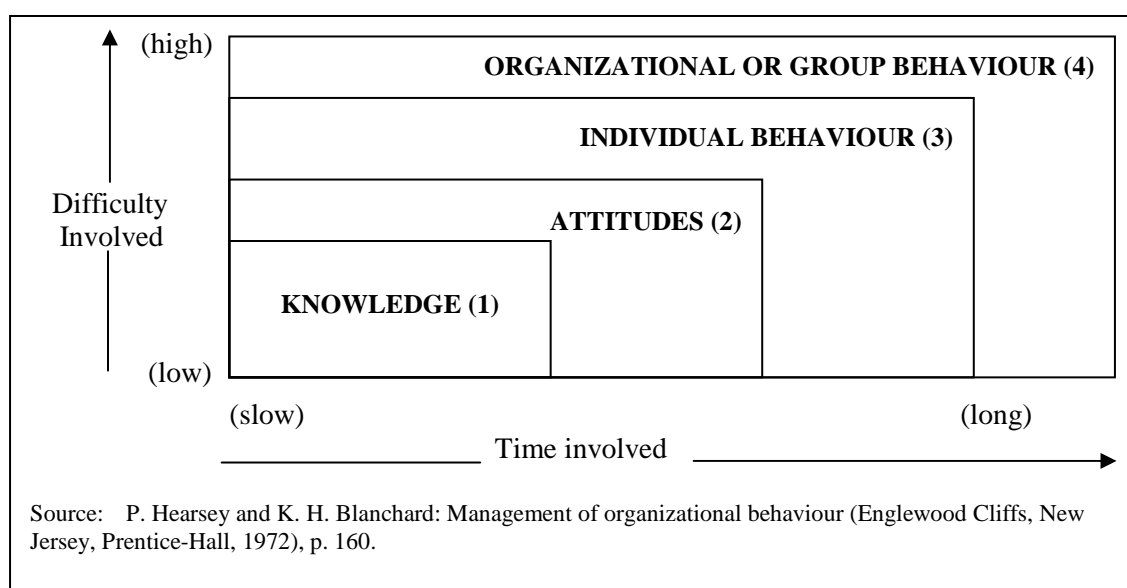
Recommendations

274. In order to eliminate worst forms of child labour, are proposed both preventive as well as corrective strategies. 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.
275. 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.

276. 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

277. 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.

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- Similar services (as in the two above paragraphs) for gaining employers' confidence must be arranged for building support for struggle for elimination of child labour. The research revealed that employers target child labourers because they perceive children to be a cheap source of labour, as well as more malleable workers. This implies urgency in sensitizing employers about need to eliminate child labour.
 - Carefully designed educational and informative conferences and/or seminars to be arranged to restore the self esteem and dignity of labour.
 - Labour Department working with industry should work with missionary zeal in order to accomplish an eventual elimination of labour in a reasonable time frame. They should maintain and improve the dignity of the department by setting and accomplishing reasonable short term and long term goals.

Poverty Alleviation

- Various steps aimed at family's alternative income generation and poverty alleviation should be seriously addressed at various levels with involvement of international organizations 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, interalia, include vocational training & 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 finding of this study that an overwhelming majority of school-going children showed an inclination to go to school, if one was arranged for them.
- Issues concerning child labour, including information about the hazardous nature of child labor, and gender biases should be incorporated into the educational curriculum of formal and non-formal schools for both males and females students.

Occupational Health Hazards and Safety Measures

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

Improved Legislative Measures

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

Partnerships and Capacity Building

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

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- Arrange for a forum(s) for building consensus among various stakeholders such as Non-Governmental Organizations, labour unions, and employers to formulate and adopt effective line of action to help reduce child labour and improve their working conditions.
 - Cost effective innovative transformations geared toward capacity building of the District level labour departments, District Governments, Provincial Planning and Development Departments, and NGOs. The aim of the training should be to inculcate learning about a proactive work culture with a missionary zeal in addressing child labour issue and other assignments concerning people.

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 later 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

- An exclusive recommendation for children working in coal mines of Chakwal and Chirat (Noshera) is that formal and non-formal education schools (NFESs) and vocational institutes should be developed at one of the main source areas, i.e., Alpurai Tehsil, Shangla District, Swat Division, rather than the work site. This is so because over 50% of the children working in Chakwal and nearly 90% in Chirat hale from Shangla.
- In line with the size of the target population, one NFE school for every 40 children in the target population should be established as a first step.
- The concept of service plus monitoring should be employed wherein health services providers shall also do on the spot safety monitoring.

ANNEXES

CHAKWAL, CHIRAT & SHANGLA COAL MINES 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
	Chirat	Chakwal	Shangla	Shangla	Shangla
Average Household Size	7.9	7.3	7.9	7	7.6
Average Household Income	6575	5975	7304	2167	4235
Father's Employment/ Occupational Status					
• Working in the above mentioned industry	37.2	33.9			
• Cultivate/harvest agricultural products	14	13.4			
• Industry worker in some other industry	4.7	1.8			
• Make handicrafts	-	-			
• Newspaper selling	-	-			
• Run grocery shop	2.3	-			
• Flower selling	-	-			
• Laundry work	-	-			
• Repairs tools	-	-			
• Car wash	-	-			
• Shoe polishing	-	-			
• Transportation of goods	-	0.9			
• Household chores	2.3	2.7			
• Mason	-	1.8			
• Auto workshop	-	-			
• Old to work	9.3	15.2			
• None	27.9	17			

Table: 1 Cont...

	Working Children		School Going	School Going & Working	Drop Out
	Chirat	Chakwal	Shangla	Shangla	Shangla
Domestic Worker	-	0.9			
Not Applicable	-	1.8			
Government Employee	-	1.8			
Shopkeeper	-	-			
Carpenter	-	-			
Driver	-	-			
Laborer	-	-			
Other	2.3	7.1			
Mother's Educational Level					
• Illiterate	100	96.4	79.1	100	96.3
• No formal education, but can read and write	-	-	0.9	-	-
• Pre-School	-	-	0.9	-	-
• Primary School	-	-	9.5	-	-
• Middle School	-	2.7	5.5	-	3.7
• High School	-	0.9	1.4	-	-
• Higher Secondary School	-	-	2.7	-	-
• Higher Qualification	-	-	-	-	-
• Technical Education and Vocational Training	-	-	-	-	-
• Do not Know	-	-	-	-	-
• Invalid	-	-	-	-	-
• Skipped	-	-	-	-	-
Father's Educational Level					
• Illiterate	86	76.8	30.3	100	76
• No formal education, but can read and write	-	1.8	2.3	-	4
• Pre-School	-	-	-	-	-
• Primary School	2.3	8	10.9	-	4
• Middle School	11.6	8.9	10.4	-	4
• High School	-	4.5	15.4	-	8
• Higher Secondary School	-	-	10.4	-	4
• Higher Qualification	-	-	19	-	-
• Technical Education and Vocational Training	-	-	0.9	-	-
• Do Not Know	-	-	0.5	-	-
• Invalid	-	-	-	-	-

Table: 1 Cont...

	Working Children		School Going	School Going & Working	Drop Out
	Chirat	Chakwal	Shangla	Shangla	Shangla
Status of Child School Attendance					
• Full time school and part time work	-	0.8	-	-	-
• Part time school and full time work	-	6.3	-	-	-
• Part time school & part time work	-	-	-	-	-
• Not in school & full time work	100	92.9	-	-	-
• Full time school & not working	-	-	100	-	-
Child's Rank Among Siblings					
• 1 st	35.4	35.7	23.5	33.3	33.3
• 2 nd	31.3	25.4	15	66.7	14.8
• 3 rd	20.8	19	17.4	-	14.8
• 4 th	4.2	11.2	13.8	-	22.2
• 5 th	4.1	6.3	11.3	-	11.1
• 6 th	6.3	2.4	8.9	-	3.7
• 7 th	-	-	4	-	-
• 8 th	-	-	4.9	-	-
• 9 th	-	-	1.6	-	-
• 11 th	-	-	-	-	-
• 12 th	-	-	-	-	-
• 13 th	-	-	-	-	-
Parent's Marital Status					
• Parents living together	86.5	86.2	93.4	66.7	92.6
• Divorced, living separately	-	-	-	33.3	-
• Widow mother	10.4	7.8	5	-	7.4
• Widower, father	2.1	5.1	1.2	-	-
• Step mother	-	-	0.4	-	-
• Step father	-	-	-	-	-
• Both deceased	-	0.9	-	-	-
• Others	-	-	-	-	-
• invalid	-	-	-	-	-

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

Age in years	Chirat			Chakwal		
	Male	Female	Total	Male	Female	Total
5 – 7	5	12	17	14	23	37
8 – 9	6	8	4	10	14	24

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

	School Going Only		School Going and Working
	Chirat	Chakwal	Shangla
To help the family financially/ poverty	95.8	92	66.7
Parents under debt	2.1	2.4	-
Pressured by the family	2.1	1.6	-
Because father is dead	2.1	2.4	-
Because father is addict	-	-	-
Because father is unemployed	4.2	1.6	-
To learn a trade/vocation	-	1.6	-
Low academic achievement	-	1.6	-
Low educational returns	-	0.8	-
Mistreated by teachers	2.1	0.8	-
Mistreated by peers	-	-	-
Friends are also working	2.1	0.8	33.3
To pay school fee	-	-	-
Family vocation	-	-	-
Other, specify	2.1	5.6	-

b) Educational Achievement & Activities

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

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

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

	Chirat			Chakwal		
	Total	Male	Female	Total	Male	Female
Can Read	33.3	33.3	-	51.1	51.1	-
Can Write	27.1	27.1	-	48.8	48.8	-

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

	Chirat	Chakwal
Attending Formal School	-	7.1
Attending Non-formal School	-	-
Not Attending School	100	92.9

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

	Chirat	Chakwal
Illiterate	59	34.6
Pre-School	-	-
Primary	19	26.9
Middle	16.6	26.9
High School	4.7	23
Above Metric	-	0.9
Technical/Vocational Training	-	0.9
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

Reasons for Dropping Out	Chirat	Chakwal
Parents do not want child to stay in school	3.8	-
Parents don't have enough money/Poverty	50	60
To help the family financially	15.4	-
Child would like to learn a vocation	-	-
Low academic achievement of Child	15.4	20
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	15.4	20

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

Suggestions	Shangla
Evening School	12.5
Shorter Duration	-
Good Teachers	37.5
Free Education	50
Free Refreshments	-
Other	12.5
Do not know	8.5

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

Reasons	Shangla
Parents didn't want me to stay in school	16.7
Parents didn't have enough money/Poverty	33.3
Wants to help family financially	16.7
Like to learn a vocation	-
Low academic achievement	16.7
Teachers treated badly	-
Education was pointless	-
School environment was uncomfortable	-
No guidance at school	16.7
Wanted to be like friends	-
Other	33.3
Invalid	-

C) Financial Attributes:

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

Persons	Chirat	Chakwal
Father	52.1	54
Mother	-	0.8
The child, himself	43.8	77
Brother	27.1	39.7
Sister	-	2.4
Any other family member	-	-
Outsider	-	-
Other	-	1.6

Table: 11 Percentage Distributions of Children by Monthly Earned Income

Income Level	Chirat			Chakwal		
	5 – 9	10 – 14	15 – 17	5 – 9	10 – 14	15 – 17
000 – 999	-	-	-	-	-	3.6
1000 – 1999	-	75	15.9	-	21.4	13.4
2000 – 2999	-	25	40.9	-	64.3	58.9
3000 and above	-	-	43.2	-	14.3	24.1

Table: 12 Summery statistics of Children by Monthly Earned Income

Income Level	Chirat			Chakwal		
	5 – 9	10 – 14	15 – 17	5 – 9	10 – 14	15 – 17
Minimum	-	1500	500	-	1200	1200
Maximum	-	3000	16000	-	2000	4000
Mean	-	2200	2521.4	-	1475	2506.8
Standard Deviation	-	478.8	1626.1	-	377.5	760.8

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

Percentage	Chirat			Chakwal		
	5 – 9	10 – 14	15 – 17	5 – 9	10 – 14	15 – 17
0.0 – 25.0	-	0	17.8	-	25	9.1
25.1 – 50.0	-	71.4	4.2	-	75	50
50.1 – 75.0	-	14.3	20.5	-	-	6.8
75.1 - 100	-	14.3	20.5	-	-	34.1

d) Working Conditions, Health Hazards and Issues

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

Years	Chirat			Chakwal		
	5 – 9	10 – 14	15 – 17	5 – 9	10 – 14	15 – 17
Less than 6 months	-	75	29.5	-	35.7	38.4
1 year	-	25	18.2	-	14.3	21.4
2 years	-	-	11.4	-	35.7	11.6
3 years	-	-	11.4	-	7.1	5.4
4 years	-	-	13.6	-	7.1	5.4
5 years	-	-	5.5	-	-	8.0
6 years	-	-	4.5	-	-	5.4
7 years	-	-	4.5	-	-	-
8 years	-	-	-	-	-	1.8
9 years	-	-	-	-	-	-
10 years	-	-	-	-	-	-
11 years	-	-	2.3	-	-	2.7

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

Person	Chirat	Chakwal
Parents	27.1	26.2
Relatives	22.9	20.6
Self	39.6	31
Friends	4.2	4.8
Other	6.3	17.5

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

Age in years	Chirat	Chakwal
2	-	-
3	-	-
4	-	-
5	-	0.8
6	-	-
7	-	-

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8	-	0.8
9	-	0.8
10	12.5	4.8
11	-	6.3
12	10.4	12.7
13	4.2	4
14	20.8	12.7
15	18.8	16.7
16	18.8	17.5
17	14.6	23

Table: 16 Average Work Duration of Working Children per Day

	Chirat	Chakwal
Average Work Duration (in hours)	9.4	9

Table: 17 Percentage Distributions of Children by No. of Work Days per Week

Days	Working Children		School going & Working
	Chirat	Chakwal	Shangla
1	-	0.8	
2	-	-	
3	-	-	
4	-	-	
5	-	0.8	
6	93.8	94.4	33.3
7	6.3	4	66.7

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

Category	Chirat			Chakwal		
	5 – 9	10 – 14	15 – 17	5 – 9	10 – 14	15 – 17
Mostly	-	-	4.5	-		1.8
Sometimes	-	25	15.9	-	14.3	23.2
Seldom	-	75	79.5	-	85.7	75

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

Type of Fear	Chirat	Chakwal
Police	2.1	1.6
Contractor/Employer	16.7	7.1
Drug peddlers	-	1.6
Dogs	6.3	-
Big boys	-	86.5
Father	72.9	-
Mother	-	-
Brother	-	-
Other	2.1	1.6

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

Category	Chirat	Chakwal
Mostly	13.6	23.1
Sometimes	54.5	67.3
Seldom	31.8	9.6

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

Category	Chirat	Chakwal
Yes	16.7	11.9
No	83.3	88.1

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

Illness/Injury	Chirat	Chakwal
Back pain due to heavy load	12.5	-
Respiratory problem	37.5	6.7
Fever	25.0	20.0
Skin disease	12.5	20.0
TB	-	-
Water borne disease	-	-
Fractures from heavy load	-	-
Headache	-	-
Cough	-	-
Stomach Pain	-	13.3
Cuts/wounds	-	-
Heat stroke	-	6.7
Tatnus	-	6.7
Burns	-	20.0
Other	12.5	6.7

Table: 23 Percentage Distributions of Children Consulted Medical Professional

Category	Chirat	Chakwal
Yes	14.6	14.3
No	85.4	85.7

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

Reason	Chirat	Chakwal
Lack of Money	78.0	65.4
No Health Outlet/Dispensary		
Not Necessary to Consult	22.0	34.6
Other		

Annex 1

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

Protection	Chirat	Chakwal
Does not wear any protection	100	88.4
Boots/Shoes while working	-	4.5
Gloves	-	7.1
Head cover	-	-
Face mask on mouth & nose	-	-
Glasses	-	-
Other	-	-

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

Age in years	Working Children		School going & Working
	Chirat	Chakwal	Shangla
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	0.8	-
7	-	0.8	-
8	-	0.8	33.3
9	-	0.8	-
10	12.5	0.4	-
11	2.1	7.1	33.3
12	6.3	12.7	-
13	12.5	4	-
14	18.8	12.7	33.3
15	18.8	19.8	-
16	14.6	16.7	-
17	14.6	18.7	-
Other	-	-	-

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

Stop School	Chirat	Chakwal
Yes	56.1	56.2
No	43.9	43.8

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

Person	Chirat	Chakwal
Parents	27.1	26.2
Relatives	29.2	33.3
Self	35.4	33.3
Friends	2.1	4.8
Other	-	2.4

e) Personal Behavior

Table: 29 Percentage Distributions of Children Who Get Enough Food

Get Enough Food	Chirat	Chakwal
Yes	95.8	97.6
No	4.2	2.2

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

	Chirat		Chakwal	
	Yes	No	Yes	No
Smoking	10.4	89.6	13.5	86.5
Drugs	2.1	97.9	9.5	90.5

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

Period	Chirat	Chakwal
Less than 6 month	-	-
Less than 1 year	-	31.3
Less than 2 years	25	31.3
More than 2 years	75	37.5

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

Place	Chirat	Chakwal
At home	20.8	21.4
Club (Snooker/Video games etc)	-	0.8
Mosque	2.1	1.6
Parks/Playgrounds	4.2	0.8
Street	4.2	0.8
Other	68.8	74.6

f) Personal Information and Perception

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

	Chakwal			Chirat		
	5 - 9	10 - 14	15 - 17	5 - 9	10 - 14	15 - 17
Yes		50	72.7		57.1	63.4
No		50	27.3		42.9	36.6

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

	Shangla
Yes	66.7
No	33.3

Annex 1

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

	Shangla
Formal (full time)	44.4
Formal (part time)	27.8
Vocational/Technical (full time)	11.1
Vocational/Technical (part time)	16.7
Formal & Vocational	-
Other	-

Table: 36 Percentage Distribution of Children by Future Professions

	Chirat	Chakwal
Mechanical worker	4.2	1.6
Carpenter	-	0.8
Blacksmith worker	-	-
Industrial worker	6.3	1.6
Tailor	6.3	0.8
Agriculture worker	-	3.2
Mason	2.1	2.4
Businessman	-	2.4
Shop assistant	10.4	1.6
Doctor	6.3	4.87
Engineer	4.2	2.4
Teacher	6.3	9.5
Government Employee	2.1	6.3
Armed Forces	6.3	13.5
Other	41.7	42.1
Do not know	-	-

Table: 37 Percentage Distributions of Children by Abuse in Job

	Chirat	Chakwal
Yes	20.8	17.5
No	79.2	82.5

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

	Chirat	Chakwal
Light	30	25
Medium	50	60
Heavy	20	15

Annex 1

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

	Chirat			Chakwal		
	Good	Fair	Bad	Good	Fair	Bad
Cleanliness	-	31.3	68.8	-	58.7	41.3
Lighting	8.3	31.3	60.4	4	65.9	30.2
Ventilation	8.3	33.3	54.3	10.3	45.2	44.4

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

	Chirat	Chakwal
Safe	39.6	36.5
Unsafe	45.8	48.4
No Comments	14.6	15.1
Do not Know	-	-

Q. 40.1 : Kind of task child is performing:

	Chirat					
	10 – 14 years		15 – 17 years		Total	
	N	%	N	%	N	%
Donkey Cart Driver (Tapali)	2	50.0	8	18.2	10	20.8
Assistant Cart Driver						
Working in Langer	1	25.0	5	11.4	6	12.5
Tools Assistant			14	31.8	14	29.2
Breaking, Porter	1	25.0	10	22.7	11	22.9
Tapali (Carry Weight on Back)			7	15.9	7	14.6
Total	4	100.0	44	100.0	48	100.0

	Chakwal					
	10 – 14 years		15 – 17 years		Total	
	N	%	N	%	N	%
Donkey Cart Driver (Tapali)	11	78.6	53	48.2	64	51.6
Assistant Cart Driver			2	1.8	2	1.6
Working in Langer	1	7.1	5	4.5	6	4.8
Tools Assistant	1	7.1	30	27.3	31	25.0
Breaking, Porter	1	7.1	17	15.5	18	14.5
Tapali (Carry Weight on Back)			3	2.7	3	2.4
Total	14	100.0	110	100.0	124	100.0

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

Recommendation	Chirat	Chakwal
Yes	12.5	13
No	87.5	87

g) Perceptions of Children About School and Teachers

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

	Shangla		
	School Going	School Going & Working	Drop Out
All teachers treat well	82.9	100	76
All teachers treat badly	0.8	-	12
Some teachers treat well	11.4	-	12
Only one teacher treats well	0.4	-	-
Only one teacher treats badly	3.7	-	-
Teacher some time treat me badly	0.8	-	-

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

Reasons	Shangla		
	School Going	School Going & Working	Drop Out
To Learn	73.6	100	64.7
Education is important for future	20.7	-	83.5
Like my teachers	5.3	-	-
To be with friends	3.7	-	11.8
Don't have to work	0.4	-	-
Other, Specify	2.4	-	5.9

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

Reasons	Shangla		
	School Going	School Going & Working	Drop Out
Cannot afford	50	-	36.4
Don't get along with my peers	-	-	9.1
Teaching methods are not attractive	-	-	-
Don't like the subjects	-	-	18.2
The school day is too long	50-	-	18.2
School is unpleasant	-	-	9.1
Education is pointless	-	-	-
Don't do well in school	-	-	-
Prefer to work	-	-	-
No one helps in solving my problems	-	-	9.1
Can't do my schoolwork	-	-	27.3
Other (Specify)	-	-	-

Table: 45 Percentage Distribution of Children by Facilities School Lack

	Shangla		
	School Going	School Going & Working	Drop Out
Play ground	56.1	100	72
Computers	39.8	33.3	40
Canteen	14.3	-	20
Furniture	15.6	33.3	20
Indoor sports facilities	0.4	-	4
Out door sports facilities	2.9	-	8
First aid post	3.7	-	4
Library	13.1	-	16
Transportation	4.9	-	-
An art room	-	-	-
A workshop	-	-	-
Laterine	8.2	3.3	12
Other	25.8	-	32
Do not know	7.4	-	-

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

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

	Chirat	Chakwal
Yes	25	37.5
No	75	62.5

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

	Chirat	Chakwal
Yes	-	37.5
No	100	62.5

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

	Chirat	Chakwal
Mechanical worker	4.2	1.6
Carpenter	-	0.8
Blacksmith worker	-	-
Industrial worker	6.3	1.6
Tailor	6.3	0.8
Agriculture worker	-	3.2
Mason	2.1	2.4
Businessman	-	2.4
Shop assistant	10.4	1.6
Doctor	6.3	4.8
Engineer	4.2	2.4

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Teacher	6.3	9.5
Government Employee	2.1	6.3
Armed Forces	6.3	13.5
Other	41.7	42.1
Do not Know	4.2	7.1

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

	Chirat	Chakwal
Mechanical worker	25	12.5
Carpenter	-	-
Blacksmith worker	-	-
Industrial worker	-	-
Tailor	25	6.3
Agriculture worker	-	-
Mason	-	6.3
Businessman	-	-
Shop assistant	-	-
Doctor	-	-
Engineer	-	-
Teacher	-	6.3
Government Employee	-	-
Armed Forces	-	-
Other	50	68.8
Do not know	-	-

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

	Chirat	Chakwal
To help the family financially/ poverty	95.8	92
Parents under debt	2.1	2.4
Pressured by the family	2.1	1.6
Because father is dead	2.1	2.4
Because father is addict		
Because father is unemployed	4.2	1.6
To learn a trade/vocation		1.6
Low academic achievement		1.6
Low educational returns		0.8
Mistreated by teachers	2.1	0.8
Mistreated by peers		
Friends are also working	2.1	0.8
Other, specify	2.1	5.6

Annex 1

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

	Chirat	Chakwal
Financial aid	100	100
Apprenticeship/ learn a trade	-	-
Help in family vocation	-	-
Other	-	-

REFERENCE TABLES

EMPLOYERS' VIEWS

Table 49: Percentage Distribution on recruitments

	Chirat	Chakwal
I recruit them my self	33.3	33.3
Other child workers refer them	11.1	-
They come on their own	44.4	61.1
Their parents are indebted to me, so they have send their children to work for me	-	5.6
Other	11.1	11.1

Table 50: Average income per day

	Chirat	Chakwal
Average	617	2415

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

	Chirat	Chakwal
Yes	100	92.6
No	-	7.4

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

	Chirat	Chakwal
Yes	46.2	40.7
No	53.8	59.3

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

	Chirat	Chakwal
Yes	83.3	83.3
No	16.7	16.7

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

	Chirat	Chakwal
Yes	100	90
No	-	10

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

	Chirat	Chakwal
Yes	75	70
No	25	20
Don't Know	-	10

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

	Chirat	Chakwal
Yes	87.5	100
No	12.5	-

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

	Chirat	Chakwal
2 hours	25	30
3 hours	62.5	40
4 hours	12.5	10
Others	-	20

REFERENCE TABLES

TEACHERS' VIEWS

(Shangla Only)

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

To aid the family financially	80.6
The desire to learn a trade or vocation	2.8
The desire to earn money	2.8
Pressure by the parents	11.1
The children dislike school	-
Other	2.8

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

Ability to concentrate	41.2
Ability to memorize	14.7
Performance in practical work	17.6
Behaviour in class	17.6
Behaviour out side class	-
Relation with teachers	2.9
Relation with school mates	-

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

Teaching support	20
Psychological/emotional support	-
Financial support	40
Food	-
Other	40

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

Lack of confidence	16.1
Shyness	12.9
Feel depressed	67.7
Other	3.2

Table 62: Percentage Distribution of Teachers as Physical hazards

Frequent illness	60.6
Injury	18.2
Permanent Disability	9.1
Other	12.1

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

Teacher physically punishes students	87
Teacher verbally punishes students	4.3
Teacher ignores students	-
Teacher is not affectionate to students	4.3
Other	4.3

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

Behaviour in class	52.8
Behaviour in playground	8.3
Relationship with their schoolmates	8.3
Relationship with their teachers and school administration	5.6
Academic performance	19.4
Other	5.6

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	59.5
Library	27
Scientific labs	21.6
Computer labs	27
Media Centre	2.7
Canteen or Cafeteria	-
Medical Clinic	2.7
Art room or workshop	-
Club	-
Other	43.2

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

No known cases	21.1
A few cases	31.6
Many cases	47.4

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

Evening schools	18.4
Short duration	2.6
Good teachers	13.2
Free education	73.7
Free refreshment	18.4
Other	23.7

Descriptive Statistics - Chakwal

	Mean	Std. Deviation	N
Family Size	7.28	2.18	126
Total amount of monthly family/household income?	6233.33	6520.07	126
Age (in completed years)	16.17	1.21	126
Work Duration	8.619	2.806	126
For how long have you been working in coal mine?	2.89	2.35	126
Child's monthly income (in Rs.)?	2485.71	1543.38	126
Age of the child, when start working in coal mine.	14.37	2.42	126

Correlations Matrix - Chakwal

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration in Coal Mines	Child's monthly income.	Age of the child, when start working in Coal Mines.
Family Size	Pearson Correlation	1	-0.059	.178(*)	0.148	-.193(*)	0.106	-0.052	-0.003
	Sig. (2-tailed)	.	0.51	0.046	0.11	0.03	0.238	0.566	0.972
	N	126	126	126	118	126	126	126	126
Total monthly family/ household income?	Pearson Correlation	-0.059	1	0.076	0.036	-.209(*)	0.038	.284(**)	-0.004
	Sig. (2-tailed)	0.51	.	0.395	0.697	0.019	0.671	0.001	0.961
	N	126	126	126	118	126	126	126	126
Age (in completed years)	Pearson Correlation	.178(*)	0.076	1	.206(*)	0.027	.203(*)	0.144	.343(**)
	Sig. (2-tailed)	0.046	0.395	.	0.025	0.766	0.023	0.108	0
	N	126	126	126	118	126	126	126	126
Child's educational level	Pearson Correlation	0.148	0.036	.206(*)	1	-.183(*)	-0.148	0.024	.235(*)
	Sig. (2-tailed)	0.11	0.697	0.025	.	0.048	0.109	0.796	0.01
	N	118	118	118	118	118	118	118	118
Work Duration	Pearson Correlation	-.193(*)	-.209(*)	0.027	-.183(*)	1	0.084	0.058	-0.134
	Sig. (2-tailed)	0.03	0.019	0.766	0.048	.	0.347	0.521	0.133
	N	126	126	126	118	126	126	126	126
Work duration in Coal Mines	Pearson Correlation	0.106	0.038	.203(*)	-0.148	0.084	1	.267(**)	-.567(**)
	Sig. (2-tailed)	0.238	0.671	0.023	0.109	0.347	.	0.003	0
	N	126	126	126	118	126	126	126	126
Child's monthly income.	Pearson Correlation	-0.052	.284(**)	0.144	0.024	0.058	.267(**)	1	-0.167
	Sig. (2-tailed)	0.566	0.001	0.108	0.796	0.521	0.003	.	0.062
	N	126	126	126	118	126	126	126	126
Age of the child, when start working in Coal Mines.	Pearson Correlation	-0.003	-0.004	.343(**)	.235(*)	-0.134	-.567(**)	-0.167	1
	Sig. (2-tailed)	0.972	0.961	0	0.01	0.133	0	0.062	.
	N	126	126	126	118	126	126	126	126

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

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

Descriptive Statistics - Chirat

	Mean	Std. Deviation	N
Family Size	7.85	2.18	48
Total amount of monthly family/household income?	5216.67	2905.56	48
Age (in completed years)	16.35	1.31	48
Work Duration	9.396	1.913	48
For how long have you been working in coal mine?	3.17	2.37	48
Child's monthly income (in Rs.)?	2420.83	788.47	48
Age of the child, when start working in coal mine.	14.25	2.18	48

Correlation Matrix - Chirat

		Family Size	Total monthly family/ household income?	Age (in completed years)	Child's educational level	Work Duration	Work duration Coal Mines	Child's monthly income.	Age of the child, when start working in Coal Mines.
Family Size	Pearson Correlation	1	0.215	-0.219	0.048	0.029	0.058	-0.117	-0.077
	Sig. (2-tailed)	.	0.141	0.134	0.753	0.843	0.694	0.429	0.602
	N	48	48	48	46	48	48	48	48
Total monthly family/ household income?	Pearson Correlation	0.215	1	-0.175	0.122	-0.106	-0.044	.335(*)	-0.057
	Sig. (2-tailed)	0.141	.	0.234	0.419	0.474	0.765	0.02	0.7
	N	48	48	48	46	48	48	48	48
Age (in completed years)	Pearson Correlation	-0.219	-0.175	1	0.171	-0.125	0.227	.289(*)	.504(**)
	Sig. (2-tailed)	0.134	0.234	.	0.256	0.398	0.122	0.047	0
	N	48	48	48	46	48	48	48	48
Child's educational level	Pearson Correlation	0.048	0.122	0.171	1	-0.101	-0.158	0.164	0.065
	Sig. (2-tailed)	0.753	0.419	0.256	.	0.504	0.295	0.275	0.67
	N	46	46	46	46	46	46	46	46
Work Duration	Pearson Correlation	0.029	-0.106	-0.125	-0.101	1	-0.221	-.303(*)	0.088
	Sig. (2-tailed)	0.843	0.474	0.398	0.504	.	0.131	0.037	0.552
	N	48	48	48	46	48	48	48	48
Work duration in Coal Mines	Pearson Correlation	0.058	-0.044	0.227	-0.158	-0.221	1	0.047	-.498(**)
	Sig. (2-tailed)	0.694	0.765	0.122	0.295	0.131	.	0.751	0
	N	48	48	48	46	48	48	48	48
Child's monthly income.	Pearson Correlation	-0.117	.335(*)	.289(*)	0.164	-.303(*)	0.047	1	0.248
	Sig. (2-tailed)	0.429	0.02	0.047	0.275	0.037	0.751	.	0.089
	N	48	48	48	46	48	48	48	48
Age of the child, when start working in Coal Mines.	Pearson Correlation	-0.077	-0.057	.504(**)	0.065	0.088	-.498(**)	0.248	1
	Sig. (2-tailed)	0.602	0.7	0	0.67	0.552	0	0.089	.
	N	48	48	48	46	48	48	48	48

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

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

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