



National Stakeholders' Consultation for validating priority sector for research and interventions and identifying stakeholder's needs

Asia Regional Child Labour (ARC) Project

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International Labour Organization, Pakistan**

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List of Acronyms

ARC	Asia Regional Child Labour
BISP	Benazir Income Support Programme
CL	Child labour
CLS	Child Labour Survey
CO	Country Office
CSO	Civil society organization
EOBI	Employees' Old-Age Benefits Institution
FC	Fundamental Conventions
FCDO	Foreign Commonwealth and Development Office
GoP	Government of Pakistan
ILO	International labour Organization
LFS	Labour Force Survey
IYECL	International Year for the Elimination of Child labour
KP	Khyber Pakhtunkhwa
MOP&HRD	Ministry of Overseas Pakistanis and Human Resource Development
NADRA	National Database & Registration Authority
NAVTC	National Vocational & Technical Training Commission
NLPF	National Labour Protection Framework
PVTC	Punjab Vocational Training Council
SESSI	Sindh Employees Social Security Institution
SDGs	Sustainable Development Goals
UNICEF	United Nations International Children's Emergency Fund

1. Background

The Pakistan Labour Force Survey 2017-18 reported 13.7 per cent of children aged 10-17 years as being engaged in child labour. Of them, around 5.4 per cent were involved in hazardous child labour¹. The on-going Child Labour Survey in the provinces and territories will generate evidence on child labour at provincial level that can guide and support the improvement of legal and policy frameworks.

Pakistan has ratified UN Convention on the Rights of the Child, (1989), as well as the ILO Conventions on Minimum Age for Employment, No. 138 (1973), the Worst Forms of Child Labour, No. 182, (1999) and integrated elimination of child labour into National Labour Protection Framework (NLPF). Pakistan is signatory to Sustainable Development Goals and SDG 8.7 that requires member states of the UN to “Take immediate and effective measures to eradicate , end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers by 2025”. The Employment of Children Act (1991) prohibits the employment of children in any occupation, establishment or hazardous processes, except for the processes, carried out alongside family as a business, or in any Government recognized (training) school. The Federal laws apply in Baluchistan that has not yet enacted the relevant laws.

The Khyber Pakhtunkhwa adopted Child Labour Policy (2018) and accompanying laws including the Prohibition of Employment of Children Act (2015) and the Free Compulsory Primary and Secondary Education Act (2017), making education free and compulsory for children aged 5 to 16 years. The Punjab Prohibition of Child Labour at Brick Kilns Act (2016), restricts employment of children (under the age of 14 years) at brick kilns and Punjab Restriction on Employment of Children Act (2016), sets 15 years as the minimum age for employment in any type of establishment and restricts the employment of adolescents (above 15 and under 18 years) in any hazardous work. Punjab Bonded Labour System (Abolition) Amendment Act (2018) increased penalties for employing bonded labourers and strengthened protection for the victims of bonded labourer including children. The Punjab Domestic Workers Act (2019) sets 15 years as the minimum age for domestic work and allows ‘light work’ or part-time work for persons above 15 and under 18 years. The light work means an activity that does not negatively impact health, security or education of person. The law sets 18 years as the minimum age for domestic work.

Sindh and Gilgit Baltistan enacted the Prohibition of Employment of Children Act in 2017 and 2019 respectively, establish 14 years as the minimum age for employment and 18 as the minimum age for hazardous work. The Acts allow light work for adolescents aged between 14 years and under 18 years, as long as it takes place alongside a family member, for a maximum of two hours per day, for acquiring skills, in a private or government school. Azad Jammu and Kashmir Prohibition of Child Labour and Regulation of Labour at Brick Kilns Act, (2017) prohibits the employment of child (under

¹ ILO. 2020. Pakistan Decent Work Country Profile 2019.

age 14 years) at brick kilns. The Federal Government enacted the Prevention of Trafficking in Persons Act (2018) and set up Anti-trafficking units of the Federal Investigation Agency and a Child Helpline. Provincial Child Protection Units take custody of children at risk and street children and provide them with food, counselling, health care, education and recreation, and cater to their other needs.

2. Rationale of the National Consultation:

The International Labour Organization is implementing Asia Regional Child Labour (ARC) Project with financial support from the United Kingdom's Foreign Commonwealth and Development Office (FCDO) in Afghanistan, Bangladesh, India, Myanmar, Nepal and Pakistan to contribute to the achievement of Sustainable Development Goal Target 8.7. The ARC Project aims to reduce vulnerability of children to and eradicate child labour, abolish worst form of child labour and exploitation and enhance child protection through following three outcomes/objectives:

1. Building a credible knowledge base on the causes and drivers of child labour and effective interventions to address them
2. Aligning legislation and policies with international conventions on child labour, forced labour and trafficking in persons and enforcing and implementing
3. Developing and applying a holistic approach to eradicating child labour, particularly its worst forms, in selected regions of each country

In July 2019, the ILO Office for Pakistan hosted stakeholders' consultation to present the ARC Project and solicit inputs on knowledgebase development, strategies to influence the policies to withdraw the children from child labour, and identify community-based actions among others. Based on local information the sectors with high prevalence of child labour were identified, i.e., agriculture, domestic work, garment and textiles, power loom, brick kilns, glass bangle, sports, leather manufacturing, auto mechanic, carpet weaving, garbage collection and recycling, street vending, begging, service industry including small shops, bakery, small hotels, etc. However, limited evidence exists on child labour prevalence. The on-going Child Labour Survey in the provinces and territories will generate evidence on child labour at national level that can guide and support legitimate policy framework to move ahead.

The sudden outbreak of the COVID-19 pandemic adversely affected all spheres of life from health to the economy and the progress made for the elimination of child labour. The harmful effects of this pandemic are expected to be most damaging for the poorest, disadvantaged or vulnerable groups, such as children in child labour, victims of forced labour and human trafficking, particularly women and girls. The pandemic also impacted the priorities of Government, with major shift from development to relief and recovery work towards providing more allocation to the health sector. The delivery of social services and social protection programmes had also been repositioned with major

changes in the priorities. The functioning of potential partners of the ARC Project also moved towards relief and recovery.

The United Nations has declared 2021 as International Year for the Elimination of Child labour (IYECL) to address the challenges posed by COVID-19 and accelerate progress towards SDG Target 8.7 on ending child labour in all its forms by 2025, and forced labour, human trafficking and modern slavery by 2030. The IYECL is a call to shift from commitments to action and provides a unique opportunity to engage and drive the stakeholders for taking actions for elimination of CL at national, organizational and individual levels.

3. Objectives and Outcomes of the National Stakeholders' Consultation

With these shifts in the project environment and significance of 2021 as IYECL, the ARC Project considered it important to engage with relevant stakeholders, solicit their inputs for validation/amendments of identified sectors, determine their needs and strategies to address child labour in priority sectors and mobilize them for taking actions towards elimination of CL in the country. With this context, the ARC project successfully convened the national consultation and achieved the set objectives and following outcomes:

- Stakeholders became cognizant of the ARC Project, goal, objectives and key areas of intervention;
- Building on the list of sectors (identified during earlier held consultation), the key sectors for in-depth research and interventions were deliberated and prioritized, including garbage/rag picking, auto mechanic /repairing, manufacturing of bricks, begging, domestic work and agriculture;
- Relevant programmes and potential partnership mapped for project implementation;
- Stakeholders' needs identified to address child labour in priority sectors;
- Stakeholders mobilized for submitting Action Pledge to eliminate child labour.

4. The Participants

The consultation drew around 40 participants (9 women) representing the Ministry of Overseas Pakistanis and Human Resource Development (MOP&HRD); Provincial Labour and Human Resource Departments, Pakistan Bureau of Statistics and Provincial Bureaus of Statistics; Social Welfare Department Punjab, Division of Poverty Alleviation and Social Safety, Islamabad, National Vocational Technical Training Commission, Pakistan Workers Federation, Civil society organizations, UNICEF, Save the Children, Media, FCDO and ILO Office for Pakistan (list of participants is attached as **Annex-2**).

5. Summary of Proceedings:

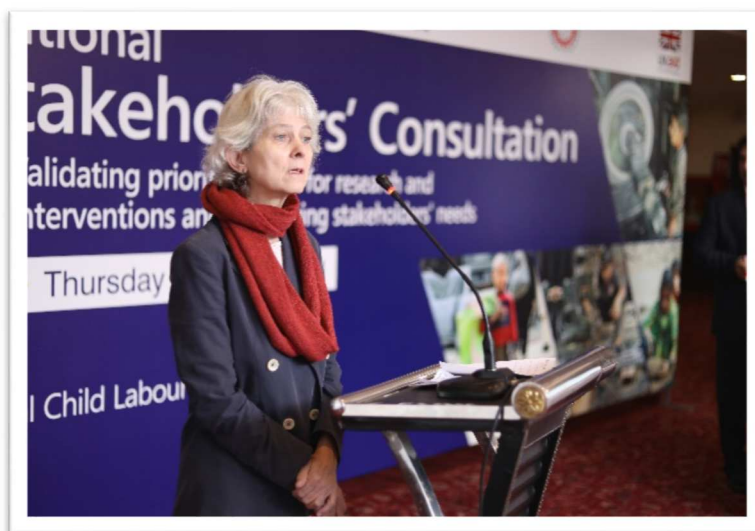
In order to set the context, the event began with playing the ILO's song "Take a Stand" - calling for action to end child labour, by the French band Kids United New Generation, dedicated to the UN International Year for the Elimination of Child Labour, 2021. It was followed by running song "Mustaqbil Ke Khawaab" by Shafqat Amanat Ali, produced under ILO's project "Combating Abusive Child Labour II" funded by European Union. Mr. Saghir Bukhari, Senior Programme Officer, ILO Office for Pakistan facilitated the opening session and invited the key speakers for remarks. The consultation comprised of five sessions including opening statements of ILO, FCDO, MOP&HRD, and Pakistan Workers Federation, followed by technical session i.e., overview of the ARC Project, group deliberations, plenary and way forward (for details, please refer to the agenda, attached as **Annex -1**).



Session 1:

5.1 Welcome remarks by Country Director ILO Pakistan

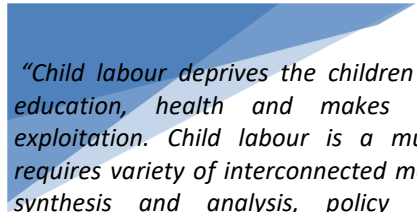
On behalf of ILO Country Office, Ms. Ingrid Christensen, Country Director warmly welcomed the participants and briefly introduced the ARC Project being implemented in Afghanistan, Bangladesh, India, Nepal, Myanmar and Pakistan, with the financial assistance of FCDO to end child labour, which is one of the fundamental elements of SDGs. She highlighted that unlike other SDGs, the timeframe for eliminating child labour is very near, which calls accelerated efforts to eliminate child labour by 2025. Referring to the inception of ARC Project, she mentioned about the consultative meeting, held in July 2019, which facilitated identifying needs and priority area for project interventions. She highlighted the challenges surfaced as the result of COVID-19 pandemic including the likely increase of child labour as a means for survival. She further stated that with the closure of schools and educational activities, parents tempted to engage their



children in economic activities. She mentioned that the ARC Project directly contributes to the ILO conventions 138 (minimum age) and C 182 (worst forms of child labour) and ratifying member states are mandated to take effective measure to eliminate child labour. While acknowledging the development of provincial legislative frameworks, and Khyber Pakhtunkhwa as the only province having Child Labour Policy, she emphasized on effective law enforcement and implementation to eliminate child labour. She also referred to the on-going CLS with the support of ILO and UNICEF, which will enable the country to devise evidence based comprehensive strategy to address child labour in priority areas. Considering the child labour a complex phenomenon, she called for a comprehensive strategy and hoped that the consultation would help review and prioritize the key sectors for in-depth research and project interventions as well as identify stakeholders' needs. Underscoring the need for accelerated efforts for ending child labour, she highlighted that United Nations declared 2021 as the International Year for the Elimination of Child Labour and urged the stakeholders to visit ILO's website and contribute in the efforts to end child labour by submitting pledges for Action, share stories to inspire and scale up efforts.

5.2 Statement by the representative of FCDO

Mr. Mazhar Siraj - Senior Social Development Advisor and Team Leader, Accountability, Inclusion and Rights at Foreign, Commonwealth and Development Office (FCDO) remarked that forced labour was a form of modern slavery and nobody wanted to see the children as slaves. He viewed Child labour a multifaceted issue, which required variety of interconnected measures including data synthesis and analysis, policy formulation and its implementation as well as community based actions. He cited FCDO funded AWAZ -II project as an example, aiming to bring changes in attitudes of communities to eradicate harmful practices against children and women. He thanked the ILO for organizing national consultation to solicit inputs of stakeholders.



"Child labour deprives the children from their childhood, education, health and makes them vulnerable to exploitation. Child labour is a multifaceted issue, and requires variety of interconnected measures including data synthesis and analysis, policy formulation and its implementation as well as community based actions".

**Mr. Mazhar Siraj - Senior Social Development Advisor
and Team Leader, Accountability, Inclusion and
Rights, FCDO**

5.3 Statement by the representative of MOP&HRD

Ms. Sarnaila Sharif, representative of Ministry of Overseas Pakistanis and Human Resource Development (MOP&HRD) appreciated the ILO efforts towards elimination of child labour and working for the vision of Global Welfare state, where all the children have access to education and

recreational facilities. Citing the global facts, she shared that in 2016, around 152 million children across the world were involved in child labour. She referred to Pakistan Child labor survey 1996, which estimated 3.3 million children, engaged in child labour. Referring to international commitments, she remarked that the Government of Pakistan ratified eight fundamental conventions of ILO,



including C-138 and C- 182, minimum age for employment and eliminating worst forms of child labour respectively. She also cited the ratification of optional Protocols regarding involvement of children in armed and conflict settings in 2016. Talking about the post 18th constitutional amendments, she commended the progress made by provincial governments in developing legislative frameworks for the prohibition of employment for children with the caveat that additional efforts were required for effective enforcement of legislation. She also highlighted the on-going Child Labour Surveys as one of the key steps in generating evidence based policies and legislation for the eradication of child labour. She also mentioned that varied ground realities and distinct situation across provinces should be considered, during designing the programmes and policies. She reaffirmed the Government's commitment in eradicating child labour through the development and implementation of appropriate legislative, policy and strategic frameworks.

5.4 Statement by the representative of Pakistan Workers Federation

Chaudhry Muhammad Yaseen, General Secretary, Pakistan Workers' Federation thanked the ILO for bringing relevant stakeholders to create synergies for addressing child labour issues in Pakistan. He viewed inadequate implementation of relevant legislation, weak economic policies, low level of income, rapid increase in population and large number of un-registered employers drive millions of children in child labour. He mentioned that the Government of Pakistan had developed several



important legislations including Employment of Children Act 1991, Factories Act, Mines Act and Shops Establishment Ordinance, prohibiting children's work in hazardous conditions. He further said, agriculture was the largest sector, with large number of child laborers with no legal coverage. He also cited large number of small enterprise, with no registration and out of legislative boundaries. He commended the ILO's initiatives for eliminating child labour issues in mining, fishing, sports, leather,

surgical and bangle industry in different regions of Pakistan. In order to eradicate child labour, he recommended the ARC project to intervene at union council level, facilitate the registration of enterprises, provide skills training and advocate for increasing the minimum wage for workers, so that poor families were not compelled to involve their children in labour. He offered that PWF through its regional offices in all provinces would provide a platform to coordinate efforts with ILO at grass root level.

“Inadequate implementation of relevant legislation, weak economic policies, low level of income, rapid increase in population and large number of un-registered employers drive millions of children in child labour. ARC project should intervene at union council level”.

Chaudhry Muhammad Yaseen, General Secretary, Pakistan Workers Federation

Session 2:

5.5. Context Setting: Overview of ARC Project, objectives and key areas of interventions

Referring to global and national facts concerning child labour, Ms. Munawar Sultana, ARC National Project Coordinator, presented an overview of the ARC Project, which aims at reducing the vulnerability to child labour and enhance the protection against exploitation. She briefly shared the outcomes, multi sectoral approaches and key areas of interventions to address child labour in Pakistan and contributing to the achievement of Sustainable Development Goal 8.7 by 2025. She encouraged the participants to have a look at the ARC Project Fact Sheet and the extracted section of Pakistan Decent Work Country Profile 2019, featuring recent data on child labor derived through Labor Force Survey 2017-18. Referring to the outcomes of earlier held consultation in July 2019, she briefly shared the list of identified sectors and key areas of intervention. Citing the impact of COVID-19 on the ARC project environment including major shifts in the priorities of Government, potential partners, service delivery, stakeholders’ needs, she briefly explained the objectives of the consultation, which mainly aimed to: a) solicit inputs on validating/amending the priority sectors for research and interventions, identified during the first consultation; b) assess the stakeholders needs to address CL in the priority sectors in the light of changed situation; c) gather inputs on the information needed for policy design that the research shall generate; d) mobilize the stakeholders to pledge taking action/s to eliminate child labour.



Session 3:

Ms. Munawar Sultana shared the list of identified sectors and urged the participants to deliberate in groups and advise on whether or not should the project conduct in-depth research and intervene in the same sectors? She further requested the groups to prioritize the top three sectors and propose regions for interventions along with justifications. All participants were split into four groups, comprising representatives from Labour and HRD, Bureaus of Statistics, Social Welfare Department, UN, Civil Society and media. Moderated by the ILO, all four groups had elaborated deliberations and presented the synthesis of their discussions in the plenary.

Priority sectors identified by stakeholders

- Agriculture
- Manufacturing (bricks, carpets, bangles, sports goods, textile and garments)
- Services (domestic work, small hotels and shops)
- Repair and auto mechanic
- Garbage/rags collection and recycling
- Street vending
- Begging
- Child Trafficking

Synthesis of group deliberations



Group 1

Mr. Zahoor Ahmed, In-charge *Panagaah* and Assistant Director, Social Welfare Department, Punjab presented the synthesis of group discussions.

Priority Sectors	Sub sector/ category	Proposed Regions/ Districts	Justifications for selecting priority area and regions
Manufacturing	Bricks making	Punjab Province: Pak Pattan, Okaara, Bahawalnagar	A large number of children are involved in manufacturing of bricks along with their families, subject to harsh working conditions with evident bonded labour. The identified districts in Punjab have large number of brick kilns, where the ARC Project could intervene.
	Bangles making	Sindh Province: Hyderabad	Several research studies have reported children are involved in bangle making, legislatively it is considered as one of the worst form of child labour. Hyderabad is recognized a major district in Sindh Province producing bangles.
Garbage/Rag picking and recycling		All major urban areas in Pakistan	A large number of children are engaged in garbage/rag picking at junkyards, and streets in all major cities. Children are also involved in handling of medical waste for recycling, which is hazardous. These rag pickers are also vulnerable to various forms of violence and exploitations.
Begging		All major urban areas in Pakistan	In all major cities, increasing number children of different ages are found begging at traffic signals, public places including streets, parks, shrines, markets, shopping malls. Majority of child beggars came from rural to urban migrant families or trafficked and warped into physical disability and are forced into begging.

Group 2

Mr. Rao Zahid, Deputy Secretary, Department of Labour and Human Resource, Punjab presented the group work.

Priority Sectors	Sub sector/ category	Proposed Regions/ Districts	Justifications for selecting priority area and regions
Domestic work	Nil	All major cities	Child domestic workers render services within the confined boundaries of homes and are prone to longer working hours, heavy workload, exposed to injuries and accidents, physical, mental, emotional and sexual violence. Child domestic work prevails in all socio-economic strata in big cities of Pakistan including Lahore, Gujranwala, Faisalabad and Multan. It also prevails in rural settings, where women and children of farmers/tenants work in the houses of landlords
Begging		All major cities	Children are trafficked, physically and mentally twisted and are coerced into begging. In big cities, well-dressed children are also involved in begging, pretending that they are not professional beggars and are in dire need of money.

Priority Sectors	Sub sector/ category	Proposed Regions/ Districts	Justifications for selecting priority area and regions
Auto Industry	Auto mechanic and repair	Sheikhu pura, Rawalpindi, Faisalabad and Lahore	<p>Many parents, who do not see the value education, prefer their children learn technical skills as to earn livelihood and send their children to work and learn at auto mechanic and repair workshops. The children experience various forms of violence at these workshops and their learning process is very slow.</p> <p>In-depth research should be conducted to understand the dynamics and needs of this sector. There is need to formalize and create apprenticeship and learning environments for children above the minimum age for working, particularly in the auto repair sector. Regularizing the auto/mechanic workshops as technical training providers would incentivize the employers to deliver effective and improved workplace-based training and support adolescents learn and transit to decent work. It may also enable children, receive work place based technical-vocational skills and non-formal education in an environment free from violence and exploitation.</p>

Group 3

Mr. Izat Ali Chahar, Deputy Director, Bureau of Statistics, Sindh presented the summary of deliberations of his group.

Priority Sectors	Sub sector/ category	Proposed Regions/ Districts	Justifications for selecting priority area and regions
Agriculture sector		South Punjab, Northern Sindh, Baluchistan (Naseerabad and Sibi)	Agriculture is one of the largest sectors, contributing to Pakistan's economy, with involvement of large number of children.
Services Sector	Small hotels and shops	Poverty stricken districts in Sindh	Bureau of Statistics, Sindh conducted a research in services sector in Thatta and Sajawal districts and found small children, working on tea shops and small hotels. Children in poverty stricken districts especially in Sindh are involved in service sector. Policy reforms and implementation is required to address the CL issues at small hotels and shops.
Auto Industry	Repair & Mechanics	All major cities	Auto repair workshops exist in all cities of Pakistan, however some cities located on highways junctions have higher incidence of child labour. The policies need to focus these specific regions/cities with high incidence of child labour in repair and mechanic industry.
Garbage/ rag picking		All major cities	In major cities, children are involved in garbage/rag picking, therefore, policies and programs should focus the regions with high prevalence of child labour in garbage collection and recycling.

Group 4

Ms. Nuzhat, Lead trainer, Sudhaar presented the group deliberations.

Priority Sectors	Sub sector/ category	Proposed Regions/ Districts	Justifications for selecting priority area and regions
Manufacturing	Brick making	Punjab: Sheikhu pura, Kasur, Rahim Yar Khan, Multan KP: Peshawar, Nowshehra	Children are exposed to worst and hazardous forms of labour in this sector, and the identified districts in Punjab and KP provinces have large number of brick kilns.
Auto Industry	Repair and mechanic	All cities of Pakistan	The selection of districts can be made on Human development Index ranking of the district The auto mechanic and repair is heavy work, which damages the children physical and emotional wellbeing. The children involved at auto workshops often face physical torture, violence and exploitation from <i>Ustaad</i> (the person, who trains and supervise the child work).
Garbage picking		All major cities	Children are exposed to extremely hazardous and biological toxics items especially, when they are involved in picking/handling and recycling of medical waste.

Question and Answers:

At the end of the four presentations, the floor was opened for questions/ comments and suggestions:

- Mr. Irfan Ullah Khan, Director, Department of Labour and Human Resource, KP, asked about the scope of ARC project, the criteria for selecting the districts for project interventions. Mr. Saghir Bukhari responded that Pakistan is one of the six Asian countries, which is implementing ARC project and aims at taking immediate and concrete actions to eliminate child labour by 2025. However the Project with modest funds and timeframe will be required to intervene in the selected districts of Pakistan. For this purpose, the selection of districts would be carefully made on systematic evidence.
- One of the participants commented that agriculture would be a very large sector and the project may consider focusing on specific sub-sectors of agriculture to produce better results.
- Mr. Irfan Majeed commented that “Begging” was not legitimate occupation/ economic activity, how and from where the data on child begging would be accessed? Mr. Izat Chachar, Deputy Director, Bureau of Statistics, responded that Child Labour Survey would provide the data for identified sectors, and data on begging could also be traced through identifying

“source of income”. He also suggested that Provincial Child Protection Bureaus and Social Welfare Departments may also share the relevant data.

- Majority of the participants commented that Child Labour Survey does not provide data on the incidence of children involved in begging and unanimously emphasized that begging must be included in the future Child Labour and Labour Force Surveys as “economic activity” and data should be collected to analyze the problem.
- Adding to the discussion on Child Begging, Mr. Saad Choudhry, Chairman Youth Wing, Pakistan Workers Federation, attributed social attitude and acceptance as one of the root causes of child begging. He commented that offering charity/money to child beggars, makes them habitual for begging. This practice needs to be strongly discouraged and stopped.
- A participant asked about the inclusion of refugee children in the Child Labour Survey. The officials from Bureau of Statistics responded that in some areas Child Labour Survey had been collecting data of refugee children as well.
- Mr. Saghir Bukhari asked the participants, especially the Government officers about the evaluation of Projects and the mechanism of disseminating the learnings and experiences. Mr. Rao Zahid, Deputy Secretary, Department of Labour and Human Resource, Panjab shared that at inception phase (PC-1) evaluation system is developed to share the learnings. After completion of each project, the completion reports are shared with Planning and Development Branch, indicating the targets, achievements and impact of the project. Within the province, projects data shared, however interprovincial learning forums do not exist, where the achievements and learnings could be shared.
- Pakistan has international obligations including SDGs; compliance to retain GSP plus status and ILO conventions, however after 18th constitutional amendments, there had been lack of central focal organization for compiling data, learnings and responding to the challenges. At provincial level, government departments share reports; however, it would be useful if private sector and non-government organizations (NGOs) also share their research and project completion reports with the government department.
- Dr. Muqem Islam Director General- NAVTTC and CEO of National Vocational and Technical Training Commission considered the project evaluations crucial for future learnings, improvements and decision making. He commented that mostly these evaluations are done at the Secretary levels (Federal or Provincial Secretaries). However, these senior bureaucrats hardly play active role in this important exercise. Usually PC-1 is prepared by Section Officers who may lack technical expertise. He suggested to involve Academia in evaluation of projects and the academic researches should focus the local development issues. The development projects worth PKR. 900 billion should be evaluated by Sociology and Anthropology Departments with technical support of Higher Education Commission and the government should support their findings for improvements.

Session 4:

The four groups were requested to deliberate, take stock of relevant existing programmes, identify stakeholders' needs and opportunities/ strengths to address CL in the priority sectors. Proposed areas of intervention were also shared with the groups including legislation and enforcement, research and data collection, advocacy and awareness raising and support services (education, protection, vocational education and skills).

Synthesis of deliberations:

Group 1

Mr. Niaz Khan, Senior Joint Secretary, Division of Poverty Alleviation and Social Safety, Islamabad shared the summary of group deliberations.



Sector	Existing programmes/ opportunities	Gaps	Stakeholders' needs for interventions
Bricks making Bangles making Garbage/rag picking Begging	Child Labour Survey is underway in provinces and territories, which will provide updated data for policy and programmes	Data deficits: Non availability of reliable data on the child begging	Data on child begging should be collected and analyzed through future Child Labour Survey and Labour Force Survey Capacity building of relevant organizations in data collection, analysis and reporting child labour

	Federal and provincial Acts on the prohibition of employment of children for Punjab, Sindh, KP and Gilgit Baltistan	Law enforcement: Weak capacity and resources for the implementation of existing legislation to address CL	The capacity of law enforcement agencies needs to be improved through integrated approach
	Social Protection Programmes: Orphanage and support mechanisms exist for widows <i>Waseela Taleem</i> (Support for Education) under Benazir Income Support Programme (BISP) Schools and rehabilitation Centers under Pakistan Bait ul Maal	Lack of information among relevant stakeholders on existing support services	Children involved in child labour can be linked Benazir Income Support Programme (BISP) - <i>Waseela Taleem</i> Program. The children receive stipend on quarterly basis upon enrollment in school sustaining 70% attendance. The incentive discourages the parents to involve their children in economic activities and supports Constitutional Article 25-A, which guarantees free and compulsory education for every child. The poor families, unable to afford the expenses of schooling and end up involving children in child labour can be enrolled in Pakistan Bait ul Mal Schools, providing free education and coverage of related educational expenses.
			Poverty, one of the push factors for child labour needs to be addressed through holistic approaches and integrated interventions by expanding networks and extending services to the communities Strong Monitoring and Evaluation systems is required. Digitization of services may help improved monitoring and resource efficiency as well as avoid duplication of similar services to beneficiaries
	Pakistan Poverty Alleviation Fund (PPAF) programmes for livelihood through provision of micro finance Trust for Voluntary Organizations (TVO) providing outreach to communities	Lack of information and coordination among exiting programmes to address poverty	For community based project interventions, and community mobilization, Pakistan Poverty Alleviation Fund (PPAF) and Trust for Voluntary Organization (TVO) can provide good platforms and support for community outreach

		Lack of awareness among stakeholders on the CL related legislation, penalty, complaint and protection mechanism	<p>Advocacy and awareness raising: Social media has wider outreach and is used by millions of users, it should be tapped for awareness raising among various stakeholders</p> <p>Religious Scholars could be engaged to mobilize the communities to eliminate child labour</p>
		Lack of sustainability of various initiatives to end CL and related root causes	The ARC project should sign Memorandum of Understanding (MoU) with relevant Federal and Provincial Governments for collaborations and the sustainability of project interventions

Group 2

Sector	Existing programmes/ opportunities	Gaps	Gaps and stakeholders' needs for interventions
Domestic Work	<p>Punjab Domestic Workers Act</p> <p>Punjab Domestic Workers' Union</p> <p>Punjab prevention of begging Act 1971 (amendments made recently and increased punishments)</p> <p>Punjab Employment of Children Restriction Ordinance 2016 prohibiting children under 14 years work in any sector</p> <p>Punjab Child Labour Survey 2019 completed, report awaited</p> <p>The All Pakistan Women Association (APWA) has sound experience and strength in delivering competency based skills training in domestic</p>	<p>Data Deficits Lack of sharing information & project results within the government departments. Even Government employees don't have information regarding different programs</p> <p>Legislation and enforcement Implementation of legislation is not up to the desired level, inputs of relevant stakeholders in not available</p> <p>Advocacy and awareness raising: Lack of public awareness on the existing legislation on Child Labour and Worst Forms of Child Labour including domestic workers</p>	<p>Stronger advocacy and lobbying with Parliamentarians is important to highlight the issues related to worst forms of child labour, consequences and push for effective enforcement of legislation.</p> <p>The All Pakistan Women Association (APWA) can provide effective platform for meaningful engagement with pro-active Parliamentarians</p> <p>Liaison with the low tiers of local Government is important. PWF suggested tapping the upcoming elections of Union Councilors as an opportunity to add the agenda of ending child labour in the manifesto of contestants, as this will help mobilize resource at union council levels</p> <p>Engage with the local government and <i>Punchayats</i> (village judiciary) at grass root levels for awareness raising and community mobilization</p>

	work, lobbying with high level Government functionaries and Parliamentarians for legislative reforms		
Child Begging	<p>Social protection programs: The Government of Punjab launched a scheme for children working in brick kilns, parents were provided financial incentives for enrolling their children in formal schools, however the Government could not sustain the scheme due to financial constraints</p>	<p>Data deficits: Lack of relevant data/information on Child begging</p> <p>Lack of coordination: Lack of sharing project results within the government departments; therefore even Government officials do not have information about different program.</p> <p>Lack of information sharing with relevant stakeholders resulting into low inputs and ownership</p>	<p>Future Child Labour Survey and Labour Force Survey should include Child Begging as an economic activity</p> <p>In depth research is required to analyze the dynamics of child begging and addressal mechanisms</p> <p>Awareness raising: Engage with the local government and <i>panchayats</i> (village judiciary) at grass root levels for awareness raising and community mobilization</p> <p>Parents need to be mobilized through media for taking actions for the elimination of CL</p>
Auto mechanic and repair	<p>Punjab Employment of Children Restriction Ordinance 2016</p> <p>Child labour survey in Panjab is completed with data analysis underway; the findings will help designing evidence based policies and programmes</p>	Non availability of social protection programmes for children involved in this specific sector	Technical vocational skills need be integrated at school level in order for children (who are weak or not interested in education) may learn vocational skills and transit to decent work.
			Regularize the auto/mechanic workshops as technical training providers would incentivize the employers to deliver effective and improved workplace-based training and support children above the minimum age for working, learn the skills in environment free from exploitation and transit to decent work. The Government will not need to make huge investments on training infrastructure, training equipment and materials, and instructors. The employers of these workshops can be linked with Punjab Vocational Training Council (PVTC) and NAVTTC's institutes. The element of "Recognition of Prior Learning"

			(RPL) could be introduced to accredit the competencies and learnings of adolescents.
			Workers Welfare Fund is running formal schools for children of workers, they can establish vocational skill training centers at community level (as appropriate)

Group 3

Sector	Existing programmes/ opportunities	Gaps	Stakeholders' needs for interventions
Agriculture	Sindh Agriculture Act 2019	Updated data on child labour is not available, except for Multiple Indicators Clusters Survey (MICS), which was conducted in pockets.	Child Labour Force Survey needs to be regularly conducted to provide updated estimates on CL incidence. Relevant staff should be trained in data collection and analysis on CL
	Availability and access to the benefits offered by provincial Employees Social Security Institutes e.g. Sindh Employees Social Security Institute (SESSI) and Employees Old Age Benefits Institute (EOBI)	In view of lack of integrated services and systems, same beneficiary may avail multiple social protection schemes, which may compromise the efficacy and outreach to other deserving people.	The beneficiaries of social protection schemes should be registered with National Database Registration Authority (NADRA) and should be properly verified as to improve the efficiency, service delivery to actual beneficiaries
	Labour inspectors and jurisdictions for labour laws compliance	Limited number and capacity of labour inspectors make it difficult to conduct effective labour inspection	The number and capacity of labour inspectors needs to be strengthened
	District Vigilance Committees under District Commissioner Officer (DCO)	Limited capacity of DVCs for effective functioning	Capacity building of DVCs is required to improve their functioning Monitoring of labour inspection and District Vigilance Committees needs to be strengthened
		Lack of value of education and vocational technical education among parents	Advocacy with parents and communities to persuade them get their children technical vocational skills
		Lack of resources for the young graduates to start small enterprises, push them into the vicious cycle of poverty	The graduating children (above the minimum age for working) as informal apprentices should be linked with NAVTTC to get their competencies/learnings accredited through RPL system. They should be linked with micro finance institutes to support establish small

			enterprises for example Akhuwat Foundation, which provides interest free loans.
		Lack of awareness among stakeholders on support mechanisms	<p>Various complaint/grievance and protection mechanisms exist for the children who victim to violence, however there is need to improve the access of relevant stakeholders to these resources/mechanisms. Awareness on legislation, penalty, complaint and protection system should be raised using various medium in line with the needs and access of stakeholders.</p> <p>Advocacy should be done at various levels with employers, parents, public administration to play their role for the elimination of CL</p>

Group 4

Sector	Existing programmes/opportunities	Gaps	Stakeholders' needs for interventions
Manufacturing of bricks	Timely completion of CLS and relevant questions included in LFS	Review and reforms regarding of child labour & worst forms of child labour	Strengthening of law enforcement agencies
Auto Industry			
Garbage Picking	Advocacy and awareness on child labour & worst forms of child labor	Joint efforts by CSOs, academia, media and other stakeholders and communities	Empowering communities to eliminate CL and worst forms of child labour
			Linkages with technical education institutes
			Establish linkages with social protection system (BISP, Ehsaas program & Bait ul Mal & educational incentives)

Question and Answers:

At the end of the session, the floor was opened for questions/ comments and suggestions:

- The project coordinator Ms. Munawar Sultana requested all the participants to share suggestions on making the social protection schemes viable. Mr. Niaz Khan, Senior Joint Secretary suggested health facilities provided to the beneficiaries are contributory packages. Government come forward when all other substitutes fail to provide social services.
- Mr. Saad Choudhry, PWF, added to the discussion that there were three categories employees, Government employees, private employees and informal workers. Government employees are covered under Service Rules, and if the factories and workers are properly registered, then private sector workers can also be covered under social security schemes e.g. Employees Old Age Benefit Institute (EOBI) and Employees Social Security Institute (ESSI). Only informal sector remains uncovered, which receives support from social protection schemes.
- Another participant shared validation of LFS data, because sometimes areas are selected based on particular knowledge, experiences or shared knowledge. The LFS data can be used to select the area/regions/districts for the ARC Project.
- Action researches can be conducted to assess the impact in terms of increase or decrease of CL in different regions.

"In Singapore health facilities initially provided from the premium deducted from the worker salary, at second level, if expenditure increases than worker has to contribute from own resources, at third level government provide support from endowment fund. For sustainability we need to establish these sorts of packages."

Mr. Niaz Khan, Senior Joint Secretary

6. Conclusion and Way Forward

Mr. Saghir Bukhari, Senior Programme Officer, ILO Office wrapped up the discussions by concluding that consultation was well received, generated good amount of interest and valuable feedback. He summarized the set of stakeholders' recommendations as follows:

- The project may consider creating *Interprovincial or Federal Forum* for exchange of learning and experiences;
- In order to map opportunities for potential collaboration, more stakeholders need to be brought on board including Ministry of Human Rights, organizations involved in delivery social protection schemes among others;
- Engage and advocate with Federal Government and Provincial Governments to revise social policies in line with international frameworks;
- Project should consider child begging as worst form of child labour, conduct research for data and analysis to devise evidence based strategies;

- Child Labour Survey should be conducted every year or at least after five years in Pakistan;
- The Labour force survey does not cover children aged 5-9 years, who are involved in economic activities. Therefore, persons aged 5-9 years should be included in the LFS;
- Community based interventions should be introduced at union council level.
- The regions/districts for project interventions will be selected based on valid data

He offered vote of thanks to all participants, who joined the consultation in person and virtually and acknowledged their keen interest in ARC Project, active participation and valuable inputs during the consultation. He extended his gratitude to the ARC project team and ILO staff for organizing the successful event.

Action Pledge to eliminate child Labour

Referring to the United Nations declaring 2021 as the International Year for the Elimination of Child Labour, Ms. Munawar Sultana, NPC-ARC Project briefly introduced the ILO-SDG Alliance 8.7 strategy encouraging the stakeholders to take *“Action, Inspire and Scale Up efforts against child labour and worst form of child labour”*. She explained the Action Pledge Form and urged the participants to make a Pledge for Action and contribute towards ending child labour in Pakistan.

Agenda (Annex -1)

Time	Agenda Item	Facilitator
9:15 - 9:30	Registration	ARC Project Team, ILO CO Pakistan
9:30- 10:00	Session 1 : <ul style="list-style-type: none"> Welcome remarks Statements by Donor ILO Core Constituents 	<ul style="list-style-type: none"> Country Director, ILO CO Pakistan Representative of FCDO Representative of MOP&HRD Representative of Workers' organization Representative of Employers' organization
10:00-10:20	Session 2: <ul style="list-style-type: none"> Round of introduction Setting the context: Presentation of ARC Programme, objectives, and the identified priority sectors for research and interventions 	ARC Project Team, ILO CO Pakistan
10:20- 10:40	Session 3: Deliberating on the identified priority sectors and validating /recommending amendments	Group work moderated by ILO (Each group will include variety of stakeholders from Govt., Workers, Employers, NSOs, Researchers, CSOs, UN agencies among others).
10:40-11:00	Plenary	Group presentations (5 minutes each) followed by questions and answers
11:00- 11:15	Tea/ Coffee break	
11:20- 12:00	Session 4. <ul style="list-style-type: none"> Identifying stakeholders' needs to address CL in the priority sectors, including legislation and enforcement, research and data collection, advocacy, awareness raising and support services (education, protection, vocational education and skills); Identifying areas of adjustments in ARC programme targets, strategy and implementation mode 	Group work moderated by ILO (Each group will include variety of stakeholders from Govt., Workers, Employers, NSOs, Researchers, CSOs, UN agencies among others).
12:00 -12:50	Plenary	Group presentations (5-7 minutes each) followed by questions and answers
12:50-13:15	Session 5: Next steps and closing	ILO Office for Pakistan
13:15 - 14:00	Lunch	

List of Participants (Annex-2)

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