

## **Extent and Magnitude of Child Labor in South Asia: Analyzing the Worst Forms of Child Labor in Pakistan**

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### **ABSTRACT**

Child labor is an important area when it comes to the rights of the children. Similarly, South Asian countries are also suffering from this phenomenon. SAARC has taken many initiatives like SACG (South Asian Coordinating Group on Action) and SAAGN (South Asian Alliance of Grassroots NGOs) to eradicate this problem. Child labor is a major social issue that is encountering the social fabric of Pakistan as well. Child labor at brick kilns is most common in Pakistan along with child labor at minor workshops. However, it is yet to be determined which form of child labor is most threatening and has bad effects for the children and society. The current study explores to what extent and to what sectors the menace of child labor is rooted in Pakistan. The study is based on the secondary data collected by the Labor and Human Resource Department Government of the Punjab from district Jhang in connection with the project of eliminating worst forms of the child labor. The study concluded that child labor is present in four major sectors namely mechanical, agricultural, industry and general labor. The working hours and conditions vary a lot. Power looms and agricultural sector is the worst and most affected sector of child labor. The study implies that unawareness regarding the legality of child labor is a major issue in controlling the child labor. The government and local organizations should take up the challenge and work to eradicate this social evil.

**Key Words:** Worst Form of Child Labor, Descriptive Research, South Asia, Pakistan.

### **Background of child labor**

Child labor is not a latest phenomenon. If we throw a glance into the history, it would be found that child labor rapidly started after the industrial revolution. After the industrial revolution, the poor children were forced to do work at factories and to learn different technologies to complete the tasks that were assigned to them. That work was very dangerous for them. The children were hired because it provided cheap labor (Basu et al, 1999).

It is very difficult to verify the incidence of child labor because the reliable data are not available to measure this concept. Only International Labor Organization provides a roughly sensible data related to child labor. In developing countries, this issue is not widely researched (Das, 2012) although more reliable and of appropriate data were unavailable on child labor, but according to ILO, 215 million boys and girls are involved into child labor. These children belong to 5-17 years of age. Out of these 115 millions are engaged with hazardous work (Aqil, 2012).

### **Different definitions of child labor**

- Child labor refers to those children who are under the age of eighteen and work both in formal and informal sectors in such conditions that are harmful to them. Such working is associated with the exploitation of these children (S.L. Bachman, 2000).
- Child labor means a child who is engaged to work that deprives him/her from the basic rights of education. It is harmful socially, mentally, and physically. It is basically dependent on several factors like poverty, health care, parents' education and lack of the awareness about the laws of social status (Awan et al, 2011).
- Any activity that affects the schooling of the children proves to be harmful for their health and throws wicked impact on the psychological, social, spiritual and physical development of the children from aged 5 to 14 years is said to be child labor (Article 32 of CRC).
- According to Khan (2008), the work done by the school going children of five to fifteen years age to earn money for themselves or for their families in the household enterprises or outside is called child labor.
- Moyi (2011) argues that child labor may refer to low wages, long working hours, physical and sexual abuses of those children that are not adult.

### **Child labor in South Asia**

SAARC is a regional organization of South Asian countries that is based on eight member states. Furthermore, it has established different regional centers to cater the regional issues. It also organized workshops at the regional level to combat the child labor in South Asia. The second Regional Child labor was organized in Delhi with the collaboration of Ministry of Labor and Employment of India in 2013. Later, the South Asia Labor Conference was held at Lahore, Pakistan in 2014. It shows that the phenomenon of child ren's labor has much importance that SAARC has to hold conferences on it annually (Khan & Lyon, 2015). South Asia Coordinating Group on Action against Violence against Children (SACG) is an inter-agencies group established to deal the child rights and protections in South Asia. Its member agencies include ILO, UNFPA, UNICEF, Save the Children and

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SOS Children's Village International etc. It again shows that child labor in South Asia is very critical that the major international organizations are playing their role to eradicate it. The mission of SACG is to work together with the international agencies to end the criminalities and exploitation against children in South Asia (Boateng, 2017).

South Asian Alliance of Grassroots NGOs (SAAGN) is another regional alliance formed to abolish child labor in South Asia. It is supported by the European Commission in which the NGOs are working at the grass-root levels to bring out the children from the work fields and to engage them into educational field. Currently, there are 139 organizations working in the whole South Asia in the field of child labor. The basic motive of these organizations includes the advocacy of child rights, education and participation. Sometimes, these organizations have to face problems as the regional stakeholders do not coordinate with them (Anti-Slavery International, 2008).

The South Asian states are developing and the majority of the population is suffering from poverty. This region is the densely populated and a vivid portion of population does not even have provided the basic necessities. Due to poverty, a large portion of the children is engaged with child labor. Even there are cases that the children start to take part in the work since the ages of 5-6 years. The children in South Asia are involved in the different work fields like carpet weaving, the repairing of automobile workshops, the surgical industries and in the domestic works. The Government of Pakistan has taken initiatives with the collaboration of International Labor Organization to get rid of this phenomenon (Khan, 1999).

India is currently fighting against the exploitation of children's rights of over 20,000 children in a few states. These children are working in the dangerous work fields of mica mines. The Jharkhand and Bihar also have a vivid portion of children engaged with child labor (Boateng, 2017). In India, large numbers of children between the ages of 10-14 are not enrolled in the schools. That initial reasons behind this low rate of enrollment in schools is low economic condition. The attendance of male and female students differs according to the areas and locality. Girls are more involved into household activities as compared to the boys (Kakoli & Sayeed, 2013). In Bangladesh, the children are suffering from different exploitations at the workplaces. Firstly, they have to work in the different fields like cotton industry, workshops and at homes. Secondly, they are sexually harassed and even abused at the work fields. The situation of the children is so critical in Bangladesh (Boateng, 2017).

Hence, the above discussion shows that South Asian countries are also suffering from the social evil of child labor. It is an urgent need of the day to control this phenomenon otherwise it will give birth to further social issues.

## **Types and worst forms of child labor**

According to S.L. Bachman, there are mainly two types of child labor in which the children are made a part of workplace.

- Direct Child Labor
- Indirect Child Labor

### **Direct child labor**

Direct child labor may be formal or informal. In the informal direct child labor, the tender members of the society may take part into the different activities like small-scale manufacturing, agricultural fields, and to work at homes.

Formally child labor means, the children are directly linked with the formal recognized organizations or companies. They train and equip these children according to their demands in order to fulfill their work desires. They have a predefined time table and salaries (Gomes, 2006).

### **Indirect child labor**

According to Rodgers and Standing (1981), there different four categories of indirect child labor. These categories are following.

1. Domestic Work
2. Non- Domestic and Non- Monetary Work
3. Bonded Labor
4. Wage Labor

### **Frequency and sectorial distribution of child labor**

Indirect forms of child labor further gave rise to different sectors of child labor. It is difficult to comprehend these sectors and to establish which form is the worst and have bad effects on the health of the children (Encarta, 2006).

Worst form of child labor is prevalent in Pakistan including bonded labor and agriculture. In agriculture sector children are exposed to heavy machinery and pesticides which can be a threat to their health. Similarly, children are vulnerable to health issues while working in the factories. Children who work in glass production and chemical industry and often subject to heat and chemical and as a result suffer from joint pains and lungs problems (Khan & Ejaz, 2003). Likewise, while working in tanning the leather they suffer from respiratory issues and are more vulnerable to eye diseases. Reports also suggest that domestic work have also resulted in the killing of the domestic workers which is a major issue (Awan et al, 2011). 120 million children take part in full time jobs while rest in part times. They are working in different job fields like factories, enterprises, agriculture and homes. Even international companies and firms are hiring the services of the children (S.L. Bachman, 2000).

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According to the National Survey, in 1996 the total number of children between the ages of 5-14 was 40 million. Out of these children 3.3 million (8.3%) were taking part in financial activities. In these working children 73% were male members while 27% of these were females. And at the provincial level, majority of these children 58.6% were found in Punjab and rest of these in all other provinces of Pakistan. On the other hand at rural and urban levels, in the rural areas children are working 8 times more than the urban areas. In all of these children 1/3 are literate while the others are illiterate. Most of the child laborers are unpaid because they are hired as helpers. If some are paid, they get very little as compared to the adult workers. In the house jobs they get seasonal benefits from the owners. But at the shops, stores and other organizations they sometimes get more and sometimes less. Nearly 46% of these children work more than 35 hours per week and the good proportion of work is 56 hours. It shows that they are not far behind the adult workers in the time category (Tayyaba et al., 2013). On the other hand, most sophisticated technologies had been introduced which reduced the use of working members (S.L. Bachman, 2000). According to the report of UNICEF 2007, among the child labor, there are 85 million children that are directly engaged with the dangerous works. 73 million of these children are between the ages of 5-14. It shows that majority of the children is very young that they even do not know, what is right and what is wrong.

### **Rules and principles regarding worst forms of child labor**

There have been multiple efforts made on the federal and provincial levels to eradicate the worst forms of child labor. After the 18<sup>th</sup> Amendment in the constitution this particular domain of child labor has been handed over to the provincial government. Employment of the children Act 1991 has given a detailed note regarding the worst forms of child labor. Similarly, Road Transport Workers Ordinance bans children under age of 18 years work in the transport industry. In 2002 and 2004 government have enlisted 34 basic professions that have hazardous effects on children. Recently Government of the Punjab has passed an Act with the title “Prohibition of Child Labor at Brick Kiln Ordinance 2016”. This seems to be an important step regarding elimination of child labor in different sectors.

### **Determinants of child labor**

The main cause that forces the children in work field is poverty. Poverty is very crucial element of child labor that increases the level of child labor (Mapaure, 2009). There are many studies that argue that in some cases child labor is not harmful rather it increases the skills and learning of the children from very initial level of their life. According to Dessay & Pallage (2003), some opportunities such as babysitting and newspaper delivery jobs provide successful learning of the children. The incident of child labor is more prevailing in sub-Saharan Africa and

followed by Asia. It is prevailing at fast speed in Africa especially in Nigeria. In sub-Saharan Africa there are about 48 million children who are engaged in child labor. Out of these 48 million children, 15 millions belong to Nigeria that shows the high rates of child labor in Nigeria (Ajakaye, 2013). According to Vaknin (2009), child labor is increasing very fast in India as well as in Nigeria. The children are involved into household and agricultural activities in both countries. The parents culturally think that the working of these children would enhance the tricks and capabilities from their childhood that would further lead to financial prosperity.

In Nigeria, the child labor is increasing day by day. In 1995, the numbers of children involved into child labor were 12 million while in 2006; it increased up to fifteen millions (Adegun, 2013). Awosusi & Adebo (2012) pointed out that in Nigeria the children who are involved into child labor are being abused physically, socially, sexually and psychologically. They work day and night in such conditions that are suitable for them due to their tender age.

### **Research question**

“To inspect the level and magnitude of Worst Form of Child Labor in different work sectors in Pakistan”.

### **Research objectives**

The current study is designed to address the following research objectives. The research objectives are designed keeping in view the scope of the study.

- To approximate the scale of child labor with respect to age and gender;
- To see the sectorial distribution of child labor work in Pakistan;
- To see the working conditions of different sectors with regard to child labor;
- and To estimate and determine the worst form of child labor.

### **Literature review**

Cigno et al, (2002) stated that the child labor mainly depends on the decision of the parents. It is only because the education is very expensive and that the poor parents cannot support their children to get advantage from schooling. In the rural areas there are very fewer chances for the children to get education because there are a few schools. These schools are far away from their residences. So the parents prefer to give preference to involve their children in the work activities. In most of the rural areas they take part in agricultural field. It enhances the level of uneducated works. In the urban areas, where there is demand of educated workers, there are less chances of the child labor because the uneducated workers get lesser than the educated workers.

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Mahmood, et al. (2005) revealed that the main factor behind the child labor is socio-economic factor. The children are sent to work fields only in such condition when their families are unable to fulfill even the basic needs of their children. They are poor and this poverty forces them to engage their children in the job sector. At the initial level of age they are sent to different job sectors like factories, organizations, homes and other opportunities that are available to them according to their residential areas.

Awan et al. (2011) concluded that there are many factors behind the worst phenomenon of child labor. The children are sent to job fields when there is absence of education in their parents. Their parents are uneducated and they do not know about the worth of education so they prefer to involve their children into the financial activities. On the other hand, the low level of monthly income also shows a significant stance in child labor. When a family has low monthly income, they are unable to fulfill even the basic necessities of their children like food, education and shelter.

Encarta (2006) concluded that there are mainly two categories of child labor. In these both categories the children are exploited by different means. In the first category, the children work in different factories and agencies. In the second category, they are in different activities that hamper their education and physical health.

Awan et al. (2011) highlighted the concept of child labor by using Multiple Indicators Cluster Survey (MICS, 2007-08). The basic focus of this study was Punjab province of Pakistan. According to the findings of the author, the root cause of child labour was the absence of parents' education. Those parents who are uneducated mostly prefer to enroll their children in the job. They only intend to get money through the earnings of their children. They do not concentrate on the future of their children that if they educate their children they would be the fruitful treasure for them as well as for the country. Secondly, the findings of this study also show that boys are more victims of child labor than the girls.

Ray (2000) pointed out that about child labor while using Three Stage Least Square (TLSL). To him, there are multiple determinants of child labor that push the children to work places. According to the findings of his study more boys work than girls. Further the researcher explained that parents' education is the major solution to eliminate the child labor. If the parents are educated, they would educate their children rather than sending them to working sector.

Khan and Ejaz (2003) explored that 75% of the children involved into child labor are between the ages of 4-8 years. They get Rs. 10 to 60 daily. The study also explores that the poor financial resources of the parents, low parental education and large family size are the major causes of child labor.

Avais, Wassan, & Erum (2014) concluded in their study that there are different leading factors behind the child labor. Poverty is the major cause of Child

Labor. Furthermore, lack of education of the parents, unawareness and low socio-economic status of the parents are other important factors of child labor.

Ray (2002) argues that Asia is at the hit list of the child labor. To him, there are many developing countries in Asia that lead to child labor. Child labor is more in developing countries than the developed countries. Like in Pakistan, India, Nepal, Bhutan, and Afghanistan child labor is increasing day by day.

Fors (2012) stated that the chief reason of Child Labor is poverty. The family that has less financial resources and has low socio-economic status is more likely to take part in child labor because they cannot afford the expensive education of the modern times.

Rao (2004) concluded that there are multi-dimensional factors that contribute to prevail the dreadful social evil of child labor. These factors are poverty, illiteracy, and ignorance of the parents, large family members, and low resources of income, old cultural traditions, and poor implementation of law, unemployment and absence of education.

In many cases the children are included into the worst forms of child labor due to the poor negligence of the guardian. This worst forms of child labor may harm them physically as well as psychologically (Dessay & Pallage, 2005).

## **Methodology**

The current study is based on the baseline survey on “Worst form of Child Labor in district Jhang; WFCL project, Labour and Human Resource Department Government of the Punjab”. Following is the detail regarding selection of the sample and survey design.

Investigating any social issue has three main goals or objectives namely exploratory, explanatory and descriptive. The current study is descriptive in nature as it tries to describe the socio-economic situation and problems of the house based female workers. In principle, descriptive research is not aiming at forming hypotheses or development of theory. Another characteristic of descriptive research is objectivity or neutrality (Newman, 2000). Descriptive research is about describing how reality is. In this regard descriptive research differs from prescriptive research that is primarily concerned with the question how the reality should be. Descriptive research is making inventories; prescriptive research is normative (Jong et al, 2002).

In the current study the researcher is not trying to make any causal relationship between the variables hence descriptive research technique is applied. And for this purpose the researcher presented the data on the basis of frequency distribution.

## **Survey design and scope**

The survey used both quantitative and qualitative approaches which was based on a questionnaire constructed survey and Focus Group Discussions (FGDs) with

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employers, parents and working children. The current study was designed to find out the extent and magnitude of child labor in different sectors. To ensure that the concept of child labor must be well understood, it was needed to approach all the sectors and geographical areas of the district (Teddie & Tashakkori, 2009).

### **Sample selection**

The study used two stage cluster sampling technique to identify the respondents. The first stage involved selection of sample clusters and the second stage involved selection of the child laborers (respondents). According to the results of preliminary census, the total number of child laborers was 10,475 in district Jhang. Out of this total number a sample of 2500 (24%) was selected. These respondents were identified and interviewed at their workplaces. The breakup of the selected sample is given below:

<b>Tehsil</b>	<b>Frequency</b>	<b>Percentage</b>
Jhang	1470	59%
Ahmed Phrasal	825	33%
18 Hazari	75	3%
Shorkot	130	5%
<b>Total</b>	<b>2500</b>	<b>100%</b>

### **Quantitative findings of the study**

#### **Demographic characteristics of surveyed children**

##### **Gender distribution**

The results showed that majority (56%) of the surveyed children were male while 44% of them were female. This majority of the male children involved in workshops, power looms, wool industry and hotels etc. labor while female children are mostly involved in Brick kilns and Agriculture sectors labor. In the scenario of district Jhang the child labor phenomenon is common amongst the male and female children.

<b>Gender</b>	<b>Frequency</b>	<b>Percentage</b>
Male	1400	56%
Female	1100	44%
<b>Total</b>	<b>2500</b>	<b>100%</b>

### Age distribution

In terms of the age distribution of surveyed children who were involved in child labor two broad age categories were defined as: (i) between 5 years to below 14 years (ii) between 14 years to below 18 years. 51% of the children fall in the age category of 5-14 years while 49% were in the age category of 'between 14 years to below 18 years.

Age Category	Frequency	Percentage
Between 5 years to below 14 years	1275	51%
Between 14 years to below 18 year	1225	49%
<b>Total</b>	<b>2500</b>	<b>100%</b>

The majority of the surveyed children belongs to income ranges from 6000 to 10,000. 23% of the children are earning money below 6000. Only 5% are getting 11000 or above that is quite reasonable. This shows the diversity of the socio-economic status of the children working in the Child Labor. Most of the respondents i.e. 95% of them belong to the category less than 10000 per annum which are huge lower level of socio-economic status.

Monthly Income	Frequency	Percentage
Below 6000	575	23%
Between 6000 to 10,000	1800	72%
11000 or above	125	5%
<b>Total</b>	<b>2500</b>	<b>100%</b>

### Sectorial distribution of child labor work

#### Types of labor

The children targeted in the survey distributed in the table below amongst general, semi-skilled and skilled labor categories. The data revealed that majority of children (54%) targeted were involved in general labor which means they need to be taught skills or the existing potential for skills training in the area. About one third (31%) children questioned in the survey were doing skilled labor while 15% were involved in semi-skilled labor.

Type of Labor	Frequency	Percentage
General Labor	1350	54%
Semi-Skilled Labor	375	15%
Skilled Labor	775	31%
<b>Total</b>	<b>2500</b>	<b>100%</b>

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**Estimations of worst forms of child labor in district jhang**

Child laborers figures stand at 10,475 in the whole of the district Jhang. This number is for all children who involved in hazardous occupations/sectors. In terms of sectorial/occupational concentration five major sectors were identified where child labor existed in district Jhang. These (i) Shops & Establishments (33% share) (ii) Power looms (7% share) (iii) Woolen/dari making (6%share) (iv) Brick Kiln Industry (22% share) and (v) Agriculture (32% share). Based on the findings of the baseline survey and census it can be safely concluded that these numbers are accurate to a maximum extent. There might be slight variations in the figures quoted for the agriculture sector as this was a hidden sector where child labor existed in its multiple forms. The calculation/estimations regarding other four sectors are almost accurate.

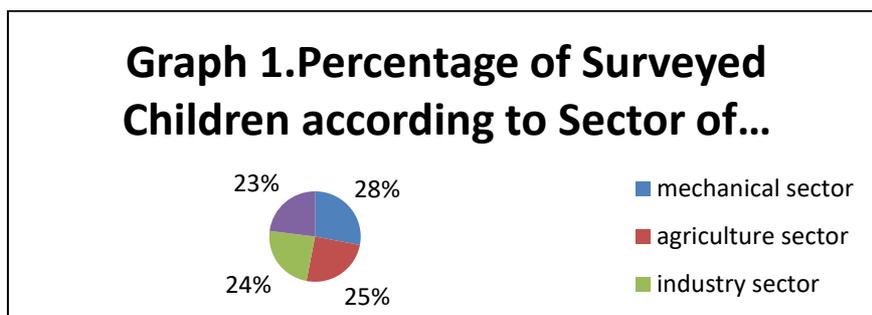
The table given below presents a comprehensive picture:

**Table 6: Distribution of child laborers by sector/occupations, age and gender in district Jhang**

SN	Sector/Occupation	Distribution by Age (Years)			Distribution by Gender		
		5<14	14<18	Total	Male	Female	Total
1	Shops & Establishments	1670	1820	3490	3490	0	3490
2	Power looms	248	442	690	690	0	690
3	Woolen	185	364	549	549	0	549
4	Brick Kiln	1040	1270	2310	670	1640	2310
5	Agriculture	1376	2060	3436	987	2449	3436
<b>Total</b>		<b>4519</b>	<b>5956</b>	<b>10475</b>	<b>6386</b>	<b>4089</b>	<b>10475</b>

**Sectors of Work**

The data show that a considerable ratio (28%) of child laborers was working in mechanical sector. In agriculture sector there were 25% of the surveyed children. Similarly, 24% of the children were working in industry sector. Rest of the children percentage (23%) was involved in general labor.



Majority of the surveyed children were from tehsil Jhang 72%, Tehsil Jhang is a center of industries and labor of every category, power looms, wool industry, brick kilns and auto workshop are in great numbers. Agriculture sector is found in every tehsil of district Jhang. So the 14% sample was collected from Shorkot, 9% of data from Ahmedpur Sial and 5% from 18-Hazari.

<b>Table 7: Distribution of working units employing child labor (sector)</b>							
SN	Tehsil	Number of Units					
		Shops & Establishments	Power looms	Wool Industry	Brick Kiln	Total	%
1	Jhang	1820	336	100	76	2332	72%
2	Shorkot	428	0	0	30	458	14%
3	Ahmedpur Sial	277	0	0	03	280	09%
4	18-Hazari	160	0	0	09	169	05%
<b>Total</b>		<b>2685</b>	<b>336</b>	<b>100</b>	<b>118</b>	<b>3239</b>	<b>100%</b>

### **Daily working hours**

In response to the question regarding daily working hours, about one fourth (22%) were the respondents who were working more than 8 hours a day which can never be a negligible ratio. It means almost every fourth child is working more than 8 hours a day. There were about 73% children who were working between 5-8 hours a day. Only 5% of the child laborers were working less than 5 hours a day.

<b>Table 8: Distribution of surveyed children according to their daily working hours</b>		
Daily working hours	Frequency	Percentage
Less than 5 hours	125	5%
5 to 8 hours	1825	73%
Above 8 hours	550	22%
<b>Total</b>	<b>2500</b>	<b>100%</b>

### **Occupation in Terms of Working Hours**

<b>Table 9: Distribution of surveyed children according to their daily working hours</b>			
Daily working hours	Occupation	Frequency	Percentage
Less than 5 hours	Vendors/ sales boys	125	5%
5 to 8 hours	Brick Kilns/ Power looms	1825	73%
Above 8 hours	Agriculture/ Auto Workshops	550	22%
<b>Total</b>		<b>2500</b>	<b>100%</b>

The interviewed children belonged to the labor of low wages and long hours. In the category of less than 5 hours 125 children were mostly associated with vendors and selling goods of different kinds like fruits and sweets in streets and on buses. At brick kiln children engaged in primary work where raw material is

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produced. Sectors of auto workshops and agriculture are more time taking than any other trade or occupation. In agriculture reaping/ cutting crops takes long hours as well as rearing livestock.

**Occupational distribution of worst forms of child labor**

Worst forms of labor or hazardous forms are those that damage mental, physical and moral state of the children in any case (ILO Convention 182, article 3). Employment of children Act, 1991 also elaborated the 34 hazardous occupations that were nationally decided. In observing worst forms of labor the degree of work should be measured.

In this article we will only discussed the occupations in District Jhang, which were found during the study. We have studied the occupation and its impacts on the health of children.

**Summary of the findings**

Worst forms of labor or hazardous labor damage children health in many ways. In this study the children were found vulnerable in five sectors. That is the intensity of work that makes it hazardous.

Sr. No	Sector/Occupation	How children's health is affected?
1	Shops & Establishments (Motor cycle, Car Tractors etc., welding's, Khradia, Wood works, Hotels & tea stalls, Tyre shops, electric works etc.)	Long hours of work and heavy load lifting. In restaurants/ hotels/ tea stalls working with detergents, crossing roads to deliver tea/ food etc. In Khradia working with heavy voltage.
2	Power looms	Sitting in a certain position in beam filling that can cause the defects in Skelton. Noise can also affect ears.
3	Woolen	Problems of lungs, different particles go inside through breathe during wool cleaning
4	Brick Kiln	Long hours and stay at or near the brick kiln, Exposed to hot and cold weathers`
5	Agriculture (Reaping & harvesting crops, livestock rearing)	Working with cutting machines, in fields for long hours, loading and carrying heavy weights. Exposed to hot and cold weather

## **Limitations**

The current study entails following limitations.

- The study is based on the secondary data and sample size of the study is 2500 respondents hence the findings of the study cannot be generalized to the larger population.
- The study was conducted in only one district of the country due to cultural constrained the findings were confined to a particular settings.
- The study only gives a glimpse at the extant and magnitude of different forms of child labor and lacks a hypothesis. Hence frequency distribution is the main source of quantitative data analysis.
- The study does not contain any causal relationship between the variables hence it only describes the nature and extent of Child Labor.

## **Conclusion**

The study concluded that child labor in Pakistan is present in different sectors. Agriculture and mechanical sector is most widely used for the child labor. It is further concluded that shops and establishment along with power looms is also enriched with child labor. The working hours also vary with the change of child labor sector however 5 to 8 hours is mostly observed for the child labor.

Above mentioned facts and figures of the study concludes that the legal status of child labour is not known among the child laborers. Most of the employees and workers are unaware of the legal obligations regarding child labor. There is no mechanism of motivating the children towards their work. Children cannot get any incentive other than daily wages. Non formal education system is not a well-known system among the child laborers. They perceive education costly and time taking activity. Majority of child laborers don't bother about the health and hygienic conditions at work places. Skin diseases like Scabies are common due to unhealthy environment of the work place. They are willing to get education, but only with the consent of owners and parents. They have a very strong concern about the fee and other expenses on education so they want it as free of cost and near to their home. To sum up all the practices of worst forms of Child Labor do exist and all have pathetic environmental and working conditions for the children.

## **Recommendations and implications**

- In the baseline survey, poverty emerged as the most constraining factor on working children. Consequently, policy reforms and poverty reduction strategies remain fundamental upstream concerns and must be pursued to tackle inequality and poverty. A holistic, multi-sectorial development approach is needed to address the issue. A more integral response is needed from the government and policy makers.

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- At community level, findings indicate that child labor is part of its existing conditions rather than an external issue out of reach. Community based preventive measures should be designed to facilitate the children free education and easy access to the schools.
- The work places must be free from the psychological, physical, and moral abuses. And should be established keeping in view the health and environmental standards.
- National laws and legislation must be implemented in its true spirit and the concerned departments/ officials should take this responsibility as a challenge.
- General awareness and sensitization on the child labor issue can be spread through media.
- Child protection bureau may be established at district level equipped with legal and logistic arrangements.
- The skill and capacity enhancement schemes with financial backup i.e. Interest Free Loans.
- Lastly, there should be proper and authentic data regarding child labor in Pakistan, which would enable the policy makers to develop focused policies.

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