

Combating Child Labour

IPEC Action Programmes
March 1997



International Labour Organisation
ILO

***International Programme on the Elimination
of Child Labour***
IPEC

PAKISTAN

No. 4

Assistance on the Elimination of Child Labour to Government of NWFP

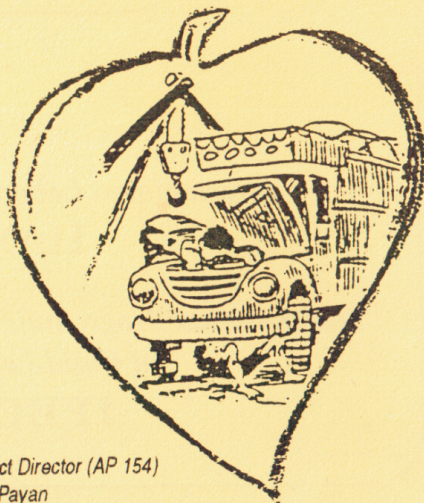
Action Programme No. P.090.91.342.154

This awareness-raising programme is improving the general level of awareness about the problem of child labour and helping to form a broad-based consensus on the need for action. This, in turn, is intended to provide the necessary foundation and public support for more specific, targeted, and sustained action by the Directorate of Labour in regard to child labour. Training is being provided in labour legislation. Briefings/orientations are arranged for public officials. The programme is also collaborating and cooperating with workers' and employers' organisations and NGOs in NWFP to combat child labour.

Implementing Agency:

Directorate of Labour Welfare

Government of North West Frontier Province (NWFP)



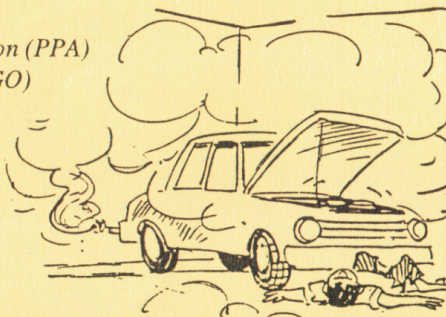
Mr. Saifullah Khan, Project Director (AP 154)
2-A Qafila Road, Tehkal Payan
Peshawar
Ph: (0521) 841325

***Non-formal Education and Occupational
Safety and Health Project for Children
Working in the Automobile Workshops***

Action Programme No. P.090.91.342.155

Northwest Frontier Province (NWFP) is an area with a large transport industry, and therefore a large number of repair and service workshops. This Action Programme is using non-formal education as a point of intervention to sensitise both employers and the child workers to the hazards of child work in general and the specific hazards posed by the automobile workshops. The Programme is providing direct services, including non-formal education, health services and counselling to 250 children (boys) working in workshops. Additionally, 20 adult workers are being trained in making the working environment in the automobile workshops safe, and in provision of first-aid. Through participation of the local community in the project, greater compliance is expected to result on part of the employers and workshop owners in withdrawing the children from hazardous tasks and contact with hazardous substances. Since this model of intervention is workshop-based it is considered easily replicable.

*Implementing Agency:
Pakistan Paediatrics Association (PPA)
(Child Abuse Committee) - (NGO)
Peshawar, NWFP*



*Dr. Tufail Mohammad Khan, Convenor CAC/PPA)
Project Director (AP 155)
40/1-B Office Enclave Phase 5, Hayatabad, Peshawar
Ph: (0521) 812917*

Rehabilitation and Prevention Programme for Children Working in Leather Tanneries

Action Programme No. P.090.91.342.156

Leather tanning has been identified as one of the hazardous occupations in the Employment of Children's Act, 1991. Kasur, with over 160 tanneries, is one of the major tanning areas in Punjab. Generally, children between eight-14 years are not employed directly by the tannery owners. They are hired by contractors either on daily wages or through the "peshgi" system which involves the advancement of a loan to parents/guardians. This rehabilitation and prevention Action Programme aims to remove children from hazardous tasks and contact with hazardous substances in the tanneries and to prevent children from entering hazardous occupations. It is providing integrated rehabilitation and prevention services (including non-formal education, health and safety, counselling) to 150 children working in the tanneries and 50 younger siblings (as a preventive measure). It is raising the consciousness of the children, the parents, the employers, and the community as a whole, on the issues of child labour.

*Implementing Agency:
Sudhaar - (NGO)
Lahore, Punjab*



*Mr. Fawad Usman Khan, President
Project Director (AP 156)
1st Floor, 25/9-C Empress Road
Opp. District Police Lines, Lahore
Ph: (042) 6317165, 6373892 - Fax: 92-42-6317165
E-mail: fawad@zulf.edunet.sdnpk.undp.org*

***Non-formal Education and Skills
Enhancement Programme for Children
Working in Domestic Services***

Action Programme No. P.0900.91.342.157

Children working in domestic services, like other working children, are deprived of education and prone to mental and physical abuse. This Action Programme is providing non-formal education to such children between the ages of six and 14. It is also enhancing their skills, emphasising safety at work and helping build self-esteem. The programme endeavours to mainstream some of these children into the formal school system. It also raises awareness about the child labour problems, especially in regard to children working in domestic services.

Implementing Agency:

*Working Women Association (WWA) - (NGO)
Islamabad*



*Mrs. Samina Saeed, Member, Executive Board
Project Director (AP 157)
H.No. 4, St. 32, F-8/1
Islamabad
Ph: (051) 850465*

Network of Employers for Protection of Working Children

Action Programme No. P.090.91.342.158

The Government of Pakistan has promulgated laws regarding the protection of working children and the elimination of child labour. Employers have an important role to play in raising general awareness of the problem of child labour. This Action Programme aims to enhance the capacity of EFP to take action to protect working children through establishing a network of Employers' for Protection of Working Children (NEPWOC), comprising of a nucleus on child labour at the EFP secretariat (Karachi) and 20 focal points nationwide. The programme is also creating/ enhancing employers' awareness of the exploitative and hazardous child labour practices and alternatives, national legislation and international standards related to child labour. Employment of Children Act, 1991; Bonded Labour System (Abolition) Act, 1992; International Labour Convention on Minimum Age, No. 138 and its accompanying Recommendation No. 146 were translated into local languages (Urdu and Sindhi) under the previous phase of the AP.

Implementing Agency:
Employers' Federation of Pakistan (EFP)
(Employers' Organisation)
Karachi, Sindh

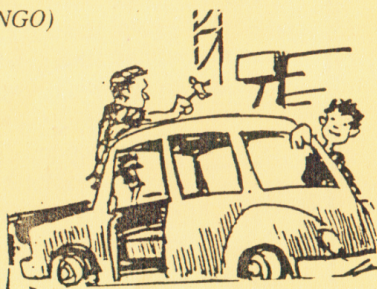
Mr. Ashraf Tabani, President
Mr. Mohammad Mustafa Sharif, Secretary General
Employers' Federation of Pakistan
2nd Floor, State Life Building-2
Wallace Road off I.I. Chundrigarh Road, Karachi-2400
Ph: (021) 2411049 - Fax: 021-2439347

Apprenticeship Monitoring and Education Programme for Working Children

Action Programme No. P.090.91.342.159

Many families send their children to work as a way to learn vocational skills. However, many times these "apprenticeships" turn out to be hard labour in dangerous conditions and for minimal pay. This Action Programme is operationalising a model for the "ustad-shagird" (apprenticeship) programmes for working children and the monitoring of such programmes. It is providing integrated rehabilitation and prevention services (including prevocational training, non-formal education, health and safety, counselling) to 50 children working as apprentices and 30 younger siblings (as preventive measures). It aims to remove these children from hazardous substances in the repair workshops. Awareness is being created within the families and the communities and they are being mobilised to address issues. Workshop owners, mechanics, parents and working children are cooperating with the programme.

*Implementing Agency:
Islamic Welfare Society (IWS) - (NGO)
Lahore, Punjab*



*Mr. Raja Abbas Ali, General Secretary, IWS
Mr. Mohammad Hafeez, Project Director (AP 159)
7-Shami Road, Lahore Cantt
Ph: (042) 6672632 - Fax: 92-42-6670976*

Education and Awareness Programme for Street and Beggar Children

Action Programme No. P.090.91.342.160

Children who are forced into begging as an occupation feel degraded and are often victims of physical abuse. They are deprived of educational and other developmental opportunities. The model developed during the first phase project (1995-96) is being used. The effectiveness of the religious structure (mosques, teachers) in advocacy and awareness raising in addressing the issue of child beggars was tested and is being used more systematically in the second phase. The religious support to eliminating child beggary could bring about long-lasting changes in attitudes and self esteem. The programme provides rehabilitation services (non-formal education, recreation, counselling and health services) to the target group children. It creates awareness amongst partners and families and the community at large which unwittingly sustains child beggary by responding to their calls of beggary. A casual survey conducted under the first phase programme showed that many of the families of child beggary would be willing to receive training in income-generating skills. The NGO, De Laas Gul, has a programme for training women in income-generating activities, such as sewing and embroidery. Through this second phase, DLG is going to provide these training opportunities to the older family members of the target group children. If this link of the families with the NGO's other activities is successful it will eventually shift the economic burden from the child to the adult in the family.

Implementing Agency:
De Laas Gul (DLG) - (NGO)
Peshawar, NWFP

Ms. Meraj H. Khan, CEO, DLG, Mr. Asad Ali, Project Director (AP160)
No. 2, Jhandagai (opp. Usmania restaurant), Jamrud Road, Peshawar
Ph:(0521) 275799, 601512 - Fax 0521-276460

***Participatory Programme on Awareness for
the Elimination of Child Labour***

Action Programme No. P.090.91.342.161

The mind set of entire communities has to be gradually changed before any measure to combat child labour can be successful and sustainable. Components of this programme include street theatre/skits, speech contests and recreational activities; it also involves one-to-one and group meetings and counselling with working children and their families and employers. They are being made aware of the health consequences of premature labour, of the occupational safety and health issues, of the relevant legislation and the provision for protection of working children within the legislation. IFP has established a resource centre under the programme. The target group for the participatory awareness activities include IPEC action programmes in Punjab. Older children (11-14 years) are encouraged to form self-help groups, who after developing a good understanding of the issues involved, are bringing other working children into dialogue and discussion on the issue of child labour; their developmental needs; educational and other alternatives available to them; to be aware of the protection that they are entitled to under the national legislation and other instruments ratified by Pakistan. Children of five to fourteen years of age are targeted for participation in the activities.

*Implementing Agency:
Insan Foundation Pakistan (IFP) - (NGO)
Lahore, Punjab*



*Mr. Mohammad Mushtaq, Chairman
Project Director (AP 161)
E-19/12-D, Ali St. Firdous Park, Ghazi Rd., Ferozepure Rd., Lahore-54760
Ph/Fx: (042) 5821501*

Child Labour Information, Awareness and Rehabilitation Programme

Action Programme No. P.090.91.342.162

As is the case in most developing economies, the informal sector has grown at an extremely rapid pace in urban Pakistan and the populous city of Karachi is no exception, particularly in its squatter settlements. Home-based work abounds here for both adults and children. Through this Action Programme, the implementing agency, PILER, is establishing two rehabilitation centres. Through the centres an integrated programme of non-formal education, counselling, health services and recreation is being provided to working children (180 target) and younger siblings (60 target). The programme also includes awareness-raising and counselling for the families and employers of these working children. A resource centre houses documents and material on child labour and related subjects and provides a venue for various activities under the programme. The strategies identified and tried will be replicated in other centres that have been established by PILER.

Implementing Agency:

***Pakistan Institute of Labour Education and Research (PILER)
(NGO)
Karachi***



***Mr. Karamat Ali, Director, PILER
Mr. Mir Zulfikar Ali, Project Director (AP 162)
141-D, Block 2, PECHS, P. O. Box 8032
Karachi***

Ph: (061) 564077, 552107 - Fax: 92-61-515095

***Non-formal Education and Awareness
Programme for Children Working in Textile,
Garment and Leather Sectors***

Action Programme No. P.090.1.342.163

Children generally work long hours in unhygienic environment, without legal, economic or social security protection in the various stages and processes in textile sectors. This Action Programme will aim to remove children from exploitative employment relations, hazardous work or hazardous working environment and conditions through integrated rehabilitation and prevention services (non-formal education, health and safety, and counselling) to working children and as a preventive measure to younger children. The programme will also increase awareness of the issues among members of the trade unions, the working children and their families, employers and the general public. Seminars will be organised for PNTLGWF members; group discussions and meetings will also be organised to create awareness and mobilise community action.

Implementing Agency:

*Pakistan National Textile, Leather & Garments Workers
Federation (PNTLGWF), (Workers' Organisation)
Multan, Punjab*



Mr. Zaheer Taj, General Secretary
Mr. Mohammad Kamran, Project Director (AP 163)
Trade Union House2, 1-F, Street No. 14, Block-U, New Multan
Ph: (061) 564077, 552107 - Fax: 92-61-515095

PCMEA/BLCC Programme for Training and Education for Carpet Weaving Children

Action Programme No. P.090.91.342.164

This programme is testing new methods of addressing child labour in the carpet industry. Since sending children into carpet-weaving has become accepted as standard practice in many small villages in recent years, one way of intervening to remove young children from the industry and prevent new children from entering is to work with the community as a whole: raising its awareness of the liabilities of the practice for the families as well as the children, ensuring that there are adequate educational facilities in the community for the children, and undertaking any other activities that would address the causal factors of child labour and enable the community to substitute adults workers for the children.

Implementing Agency:

*Pakistan Carpet Manufacturers & Exporters Association
(PCMEA) - (Employers' Organisation)
(in collaboration with Bunyad Literacy Community Council
(BLCC) - (NGO)
Lahore, Punjab*



*Mr. Tariq Mahmood, Executive Member &
Child Labour Coordinator PCMEA,
24-Habibullah Road, Lahore-54000
Ph: (042) 6301459, 6369498-90 - Fax: 92-42-6368818*

*Ms. Shaheen Attiq-ur-Rehman, Executive Director, BLCC
E-105/A-9, Gul-gasht Colony, Defence Main Boulevard,
New Super Town, near Adil & Rashid Hospital, Lahore-Cantt
Ph: (042) 6661817 - Fax: 92-42-6670887*

***All Pakistan Federation of Trade Unions
Project on the Elimination of Child Labour
in Pakistan***

Action Programme No. P.0907.1.342.309

This awareness and advocacy programme for workers has been carried out in all the four provinces. The Action Programme has enabled APFTU, the largest national trade union federation in Pakistan, to advocate for the elimination of child labour, particularly in hazardous occupations, with the press, and the Government, in addition to its constituents. Awareness-raising workshops and seminars have been organised in all four provinces.

Implementing Agency:

*All Pakistan Federation of Trade Unions (APFTU)
(Workers' Organisation)
Lahore, Punjab*



*Mr. Khurshid Ahmad, General Secretary
Bakhtiar Labour Hall, 28 Nisbat Road, Lahore
Ph: (042) 7222192 - Fax: 92-42-7239529*

***Children in Bondage: Workshop on the
Social Phenomenon of Peshgi' -
Debt Bondage***

Action Programme No. P.0907.1.342.311

A technical seminar will be organised in Karachi to facilitate the analysis of the social phenomenon summarised in the word "pesghi" (loan/advance) through an exchange of views among various groups. The seminar also will create awareness of the issues involved in debt bondage system, especially those related to child bonded labour; educate on the prevailing labour laws on child and bonded labour and discuss methods of implementation and problems encountered; and identify actions to combat child bonded labour in Pakistan.

*Implementing Agency:
Directorate of Labour Welfare
Government of Sindh
Sindh*



*Director Labour Sindh
Block No. 86, Sindh Secretariat No. IV-B, Karachi
Ph: (021) 5685817 - Fax: 92-21-5688361*

***Strengthening Government Capacity to Plan
and Coordinate Action on Child Labour***

Action Programme No. P.0907.1.342.301

This Action Programme aimed to strengthen the capability of the Ministry of Labour, Manpower and Overseas Pakistanis to initiate, coordinate, and ultimately sustain a comprehensive national programme on child labour. It facilitated the strengthening of an ongoing mechanism for planning and coordinating child labour action. The programme facilitated the constitution of a National Steering Committee on IPEC and organised meetings of the NSC. This first phase of the programme has been completed and a second phase will start shortly. As a result of this programme, the Ministry in the second phase, will be able to use situation analysis in programme planning and prioritisation at the federal and provincial levels.

Implementing Agency:

*Ministry of Labour, Manpower and Overseas Pakistanis
(Government)
Islamabad*



*Mr. Khalique Ahmed Khan, Joint Secretary
Labour Division, B-Block, Pak Secretariat
Islamabad
Ph: (051) 9201823 - Fax: 92-51-9201088*

National Rapid Assessment of Child Labour

Action Programme No. P.0907.1.342.302

There is little systematic planning on how to deal with the problem of child labour. This in part is due to lack of information, which currently is limited to a handful of studies on the more prominent occupations, such as carpet-making and brick kiln work. Almost nothing is known about child labour in small industries, particularly those of a hazardous nature, and of the "invisible" child labour. This Action Programme has provided background information in qualitative terms on the problem of child labour to enable agencies and organisations to plan their interventions more effectively.

Implementing Agency:

*Ministry of Labour, Manpower and Overseas Pakistanis
(in collaboration with SEBCON and provincial research teams)
(Government)
Islamabad*



*Mr. Khalique Ahmed Khan, Joint Secretary
Labour Division, B-Block, Pak Secretariat
Islamabad
Ph: (051) 9201823 - Fax: 92-51-9201088*

National Sample Survey of Child Labour

Action Programme No. P.0907.1.342.303

Child labour in Pakistan is hampered by lack of reliable and comprehensive information about the problem. Without better quality statistics on the magnitude of child labour, it is extremely difficult for the Government to allocate the necessary resources. In Pakistan the main source of statistical data on the labour force is the annual Labour Force Survey conducted by the Federal Bureau of Statistics, but this includes information only on young people above the age of 10 years and primarily in the formal sector. Many children may be working outside those categories. The survey conducted under this Action Programme will provide baseline information on the magnitude of child labour, including children working in the household and informal sectors. After this survey, a module on child labour will be developed and attached to the LFS on an ongoing basis. This will enable the Government to monitor the situation of child labour and to formulate and implement a realistic and comprehensive plan of action for the ultimate elimination of child labour.

Implementing Agency:

*Ministry of Labour, Manpower and Overseas Pakistanis
(in collaboration with Federal Bureau of Statistics (FBS))
(Government) - Islamabad*

*Mr. Khalique Ahmed Khan, Joint Secretary
Labour Division, B-Block, Pak Secretariat, Islamabad
Ph: (051) 9201823 - Fax: 92-51-9201088*

*Mr. Noor M. Larik, Director-General, FBS
China Chawk, Statelife Building, Blue Area, F-6/4, Islamabad
Ph: (051) 9208489*

Training in Labour Legislation

Action Programme No. P.0907.1.342.310
P.090.91.342.153

Through this Action Programme, steps were taken toward developing a systematic training programme for those involved in labour inspection. The ILO Training Guide on Labour Inspection has been adapted to the local context following consultations with those will be used in a national training programme with support from IPEC.

Implementing Agency:

Ministry of Labour, Manpower and Overseas Pakistanis
(in collaboration with SEBCON and provincial research
teams) - (Government)
Islamabad

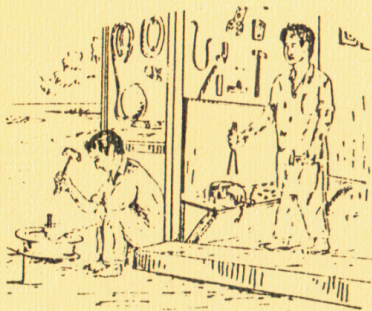
Mr. Najamuddin Najmi, Director General
Mrs. Farzana A. Malik, Deputy Director
Mr. M. Benyameen, Deputy Director
30-E, Mezzanine Floor, Union Plaza, Blue Area
Islamabad
Ph: (051) 920200 - Fax: 92-51-920622

*National Seminar on Child issues of
Concern to Workers*

*Action Programme No. P.0907.1.342.312
P.090.91.342.152*

Through this Action Programme a three-day national seminar was organised to explore child labour issues of concern to workers. The seminar identified actions to be undertaken by workers to protect child workers and to work for the elimination of child labour.

*Implementing Agency:
Pakistan Workers' Confederation (PWC)
Workers' Organisation)*



***Programme of Employers' Federation of Pakistan
for Protection of Working Children***

AP No. P.0907.1.342.297

01 Nov 94 - 31 Mar 96

Implementing Agency:

Employers' Federation of Pakistan (EFP)

(Employers' Organisation)

Karachi, Sindh

***Non-formal Education and Occupational Safety
and Health Project for Children Working in the
Automobile Workshops***

AP No. P.0907.1.342.299

01 Feb 95 - 31 Mar 96

Implementing Agency:

Child Abuse Committee of the Pakistan Paediatrics

Association - (NGO)

Peshawar, NWFP

***Preparation Assistance in Elimination of Child
Labour to Government of NWFP***

AP No. P.0907.1.342.300

15 Mar 95 - 31 Mar 96

Implementing Agency:

Directorate of Labour Welfare

(Provincial Government)

***Rehabilitation and Prevention Services through
the Children Centre for Children in Kasur
Tanneries Area***

AP No. P.0907.1.342.304

01 Feb 95 - 31 Jan 96

Implementing Agency:

Sudhaar - (NGO)

Lahore, Punjab

***Non-formal Education and Skills Enhancement
Programme for Children Working in
Domestic Services***

AP No. P.0907.1.342.305

15 Feb 95 - 14 Feb 96

Implementing Agency:

Working Women Association - (NGO)

Islamabad

***Education and Training Centre for Carpet
Weaving Children***

AP No. P.0907.1.342.306

15 Jun 95 - 15 Nov 96

Implementing Agency:

*Pakistan Carpet Manufacturers & Exporters Association
(PCMEA) - (Employers' Organisation)*

(in collaboration with)

Bunyad Literacy Community Council (BLCC) (NGO)

Lahore, Punjab

***Education and Awareness Programme for
Children Forced into Begging***

AP No. P.0907.1.342.307

15 Jun 95 - 15 Nov 96

Implementing Agency:

De Laas Gul - (NGO)

Peshawar, NWFP

***Apprenticeship Monitoring and Education
Programme for Workin Children***

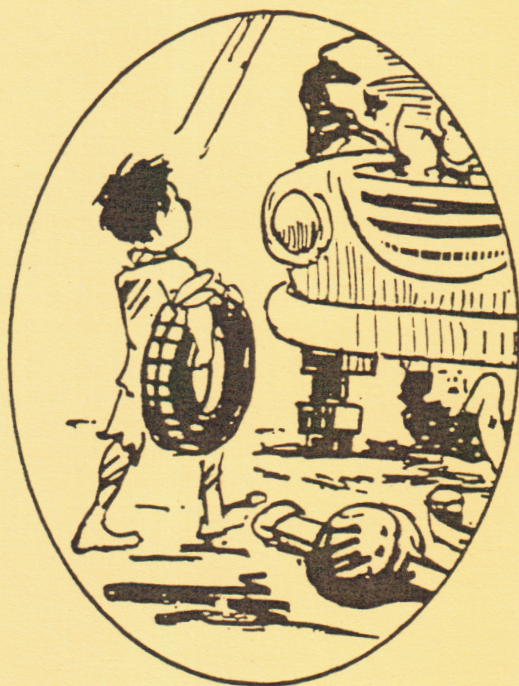
AP No. P.0907.1.342.308

01 Feb 95 - 31 Mar 96

Implementing Agency:

Islamic Welfare Society - (NGO)

Lahore, Punjab



Designed and prepared by:
Sherin Khan, National Programme Coordinator, IPEC
Naila Anjum, Programmer/Admin. Asstt., IPEC

ILO-IPEC Office, 58 Khayaban-e-Iqbal, F-8/2, Islamabad
Ph: 853919, 854804, 262369 Fax: 92-51-260662
E-mail: @iloisb@biruni.erum.com.pk