

COMBATING CHILD LABOUR IN THE SOCCER BALL INDUSTRY IN PAKISTAN

FROM STITCHING TO SCHOOL



INTERNATIONAL LABOUR ORGANISATION
INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR





CONTENTS



Foreword..... 4



Child Labour..... 6



The Sialkot Story..... 8



Elimination of Child Labour....9

■ Achievements of phase-I..... 11



Phase-II of the project.....12

■ Achievements of phase-II.....11



Impact of the project..... 16



Sustainability..... 22

Foreword

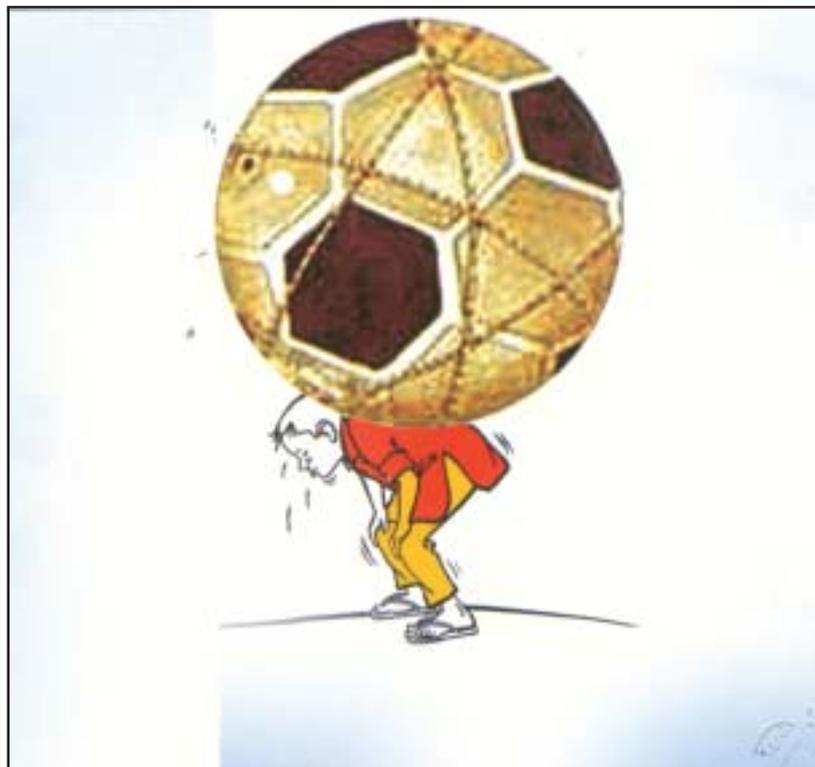
Launched in 1997, the “Elimination of Child Labour in the Soccer Ball Industry in Sialkot” project achieved all its measurable targets, and beyond. The statistical success, of course, has its own importance because the project ended up educating 10,572 students through 255 non-formal education centres, mainstreaming 5,838 of them and providing health cover to 5,408 students. It also succeeded in cleaning up 95 per cent of the manufacturing line of hand-sewn soccer ball (or football, as it is known in most parts of the world) industry in Sialkot district.

The real contribution of the project, however, goes beyond these tangible targets and lies in social engineering (perceptual and behavioural transformation) that it was able to perform on the target community. The most telling long-term impact of the ILO-IPEC Soccer Ball Project was convincing the people of Sialkot district that children must not be denied their right to be children; right to education, recreation and health cover. It changed the way target groups and general public looked at the issues of child labour and education, and built up a rich social capital to sustain that social transformation. The people of Sialkot district are now deeply convinced that child labour is a social evil that must be eliminated with all means at the disposal of a

particular individual, family and community. Parents are putting in extra time to earn additional income and cutting on expenditures for keeping their children off the work and in the schools. This momentous social change was recognised and formalised at the political level when the District Government of Sialkot, under popular pressure, pledged in 2003 to purge the entire district of all kinds of child labour. It has since been preparing plans to cleanse

hotels and automobile industry of child workers.

Another legacy of the ILO-IPEC project is a rich social capital in the form of 10,572 educated students, 49 schools sustained by the community and the partner NGOs, trained teachers and six fully capable non-governmental organisations that can help realise the dream of a child labour-free district. These schools are living examples of community’s commitment to the ideals of education as established by the project. The chief of District Government recognised this fact when he claimed that the district now has six fully functional NGOs capable of taking up any kind of child labour projects. The ILO-





IPEC project helped improve the operational, auditing and reporting standards of these NGOs which can now independently take up such assignments. The district government chief himself heads one such NGO.

Perceptual change in community about child labour is half of the success of the ILO-IPEC project, the other half is equally strong and deep rooted change about the need of education. Parents now know that taking children off the work only solves 50 per cent of their problem and the rest 50 per cent can only be solved through education.

This verifiable change is fully reflected by the fact that over 70 per cent budget of Sialkot district government is now spent on education sector. This change has grown out of popular passion for education and the district government is compelled to respond to people's will. It may be worth mentioning that Sialkot is the only district in the country with such a huge allocation for education and has been boasting the fact on many national forums.

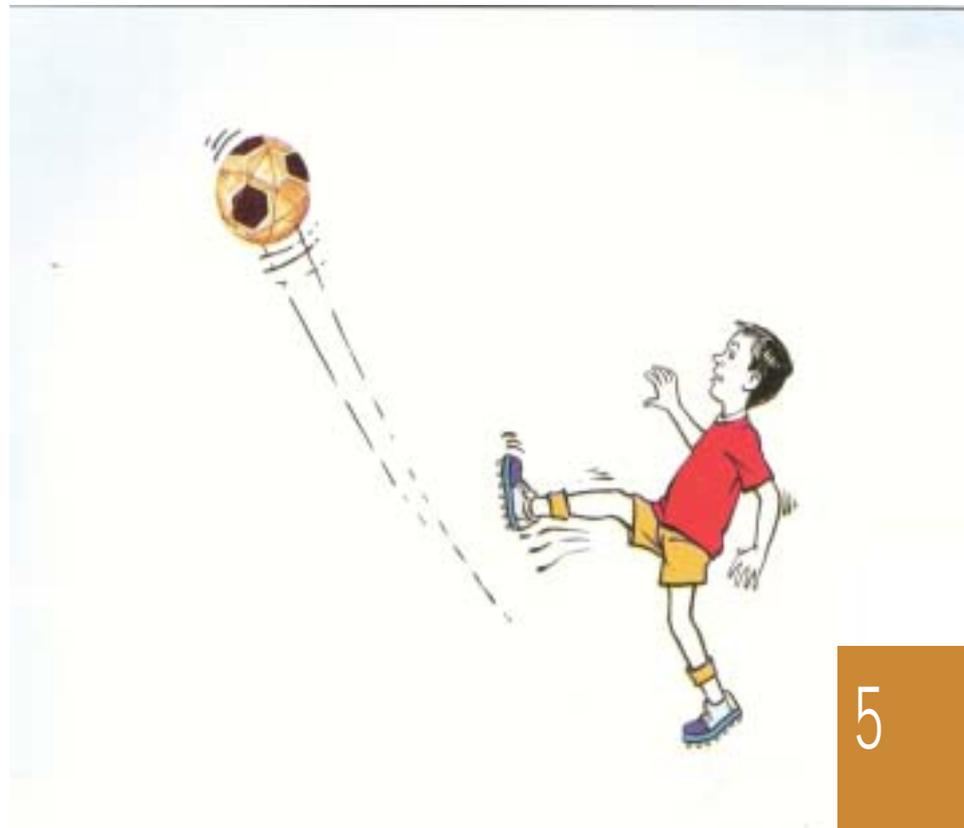
Being a model of the public-private partnership, the project also brought out humane aspect of profit-driven capitalism that is roundly accused of exploiting cheap labour of children for monetary gains. In this case, the Sialkot Chamber of Commerce and Industry (SCCI) fully committed itself to purging its manufacturing line of child labour and shared the cost. During the fag end of the project, the chamber created two organisations — Independent Monitoring

Association for Child Labour (IMAC) and Child and Social Development Organisation (CSDO) — for keeping up monitoring and social services when the ILO-IPEC leaves. That shows the willingness of the industry to carry forward the spirit of the project. The purpose of writing this monograph is to document the measurable and immeasurable targets that the ILO-IPEC Soccer Ball Project achieved and help other industries know, that wish to purify their manufacturing line, how to create, foster and sustain a healthy social change.

Raising awareness and direct intervention in carefully selected areas have produced tremendous results in the case of ILO-IPEC project. This is an attempt at

piecing together all the facts that helped achieve results and ensured sustenance of trends.

This booklet is also meant for acknowledging the role of US Department of Labour (USDOL), International Football Federation (FIFA) and the Sialkot Chamber of Commerce and Industry (SCCI) which they played during the project. The Sialkot District Government was equally cooperative and its pledge to carry forward the spirit of the project remains a matter of pride for both, the ILO and people of the area. Other partners — Bunyad, Sudhaar, Biadarie, IMAC, CSDO, PRSP, CDC — also lend untiring support during the project and in the preparation of this booklet.



Child Labour

Child labour is a global issue that is present in varying degrees of intensity in both developed and developing countries. According to ILO estimates, there are over 250 million working children worldwide and about 120 million of them work on full-time basis. It is believed that nearly one-third of the full-time working children are engaged in hazardous occupations. Incidence of child labour differs from region to region and country to country. The developed world is not totally free from child labour, but the largest number of child workers are concentrated in Asia and Africa because of rising poverty and declining economic growth. In developing countries, child labour is mostly found in agriculture and non-formal sectors.

Child labour is a complex problem. It is not a simple question of legislation and its enforcement. It has socio-economic causes peculiar to every society, which must be addressed if a long-term solution to the problem is to be found. It is a product of poverty, over-population, lack of adequate educational facilities, rural-urban economic gap and income inequalities. Unless a comprehensive approach is adopted, the solution sometimes prove worse than the problem itself as happened in some countries where children, driven from one industry under international pressure, ended up in

more hazardous jobs.

In early and mid-90s, the issue of child labour assumed a global proportion when the Western media launched an intensive campaign against it. International human rights and child rights organisations highlighted the problem of exploitation of child labour in the export industries in developing countries. This campaign placed the Third World export-oriented industries under double pressure. On

the one hand, it resulted in rising consumer resistance to the purchase of exports allegedly made with child labour, and, on the other, many Western countries initiated legislation to ban exports involving child labour. The Third-World export industry thus faced a clear choice; either clean their assembly line or face the consequences of worldwide anti-child labour legislation and rising consumer resistance. Most of the export manufacturers in developing world opted for the former option. Pakistan, being no exception, also moved to save its export industry.

The Government of Pakistan, in collaboration with ILO, conducted a survey in 1996 to ascertain the





extent, incidence, nature, size and socio-economic characteristics of child labour in the country. The survey showed that out of 40 million children between 5-14 years of age in Pakistan, 3.3 million (or 8.3 per cent) were working children. The prevalence of working children in rural areas was 10.3 per cent, and boys (14.2 per cent) had a higher tendency to work than girls (6.1 per cent). Similarly in urban areas, the participation was 3.3 per cent, and boys (5.6 per cent) had higher participation than girls (0.8 per cent).

The survey indicated that about 67 per cent of the employed children were engaged in the agricultural sector. Girl workers had a higher percentage (77 per cent) in agriculture sector than boys (64 per cent). The manufacturing sector ranked second with employment of about 11 per cent children. The next important sector was wholesale and retail trade followed by community, social and personal services and they absorbed about 9 per cent and 8 per cent respectively. A majority of the working children (74 per cent) were engaged in the agricultural sector in rural areas while in urban areas most of the children were engaged in the manufacturing sector (31.2 per cent).

About 70 per cent of the children were working as unpaid family helpers followed by employed 23 per cent and self-employed 7 per cent. Boy and girl unpaid workers accounted for 67 per cent and 78 per cent respectively. In rural areas three-fourth of the children were working as unpaid family helpers while in urban areas it was less than

one-third.

The most cogent reasons given by parents and guardians for letting the child work were: to assist in household enterprise (69 per cent) and to supplement household income (28 per cent).

The reason of assisting in household enterprise was more important for girls (76 per cent) compared to boys (66 per cent). In rural areas the main reason was letting the child assist in household enterprise (74 per cent), while in urban areas it was to supplement household income (61 per cent).

One result of the Western media campaign against child labour was heightened awareness of the problem

both at the government and private sector levels in the developing countries. It is now recognised that a comprehensive approach is needed to address the issue in its multifarious forms and dimensions.

Towards this end, the Government of Pakistan initiated a series of legislative, policy and administrative measures to ensure prevention, withdrawal and eventual elimination of child labour in various industries. Relevant laws were amended and strengthened and, where needed, new legislation was enacted.

These included Employment of Children's Act 1991 and Bonded Labour Abolition Act 1992. The Government of Pakistan also signed





The Sialkot Story

and ratified the UN Convention on the Rights of the Child. It has also ratified ILO Convention 182 on “Worst Forms of Child Labour” on October 11, 2001.

Since then, the government has consistently striven to create an enabling environment by setting up special high-powered committees, commissions and task forces to ensure the protection of rights of the child in the spirit of CRC. Close monitoring and enforcement of laws have started showing results and children are leaving most industries, especially export oriented, in Pakistan.

At the same time, the government has also encouraged various industries to seek the active cooperation of the UN agencies like ILO, UNICEF and interested donors to start child labour elimination and rehabilitation programmes at their own levels. As a result, major action programmes have been formulated and implemented for the phased withdrawal and rehabilitation of child labour through education and vocational training. These include, besides others, soccer-ball, carpet and surgical instruments industries.

Of all the export industries in Pakistan, the billion-dollar hand-sewn soccer ball sector was the first to feel the heat and respond to international sensibilities on the issue of child labour. The soccer ball industry, like others, also had a clear choice: either respect international feelings on the issue of child labour or get ready for consumers’ wrath and legislative sanctions. The soccer ball industry picked the first option.

Around 75 per cent of soccer ball are produced in Pakistan and all of them are made in and around Sialkot district. Over 50 international soccer ball brands rely on Sialkot to meet their customer demand. For the last eight decades, the district is famous the world over for soccer ball production. It is estimated that there are about 10,000 urban workers and 30,000 rural workers in the surrounding villages of Sialkot involved in the production of soccer balls.

In 1996, an ILO study in the district estimated more than 7,000 children between the ages of 5 and 14 stitched balls.

It was also estimated that more than 95 per cent of the children stitching soccer balls were between the ages of 10 and 14. They worked in small shops or at home. Seventy per cent of the children work 8 to 9 hours a day, others 10 to 11 hours per day. Of them, around 19 per cent of the boys and 36 per cent girls had never attended a

school. A study conducted for the Soccer Industry Council of America (SICA) found that stitchers made between Rs20 to Rs30 (or approximately 40 to 50 cents) per ball.

It was under these circumstances that the ILO and SCCI conceived the project which sought to eliminate child labour from the soccer ball stitching industry in 18 months and provide former child workers with educational opportunities so that they were not simply forced to work in another industry.



Elimination of Child Labour

Eager to solve the problem of child labour in soccer ball industry, the Sialkot Chamber of Commerce and Industry (SCCI), premier body of soccer ball exporters, signed an agreement with the International Labour Organisation (ILO) and the United Nations Children Fund (UNICEF) on February 14, 1997. The agreement, known as Atlanta Agreement, was aimed at prevention, phased withdrawal and eventual elimination of child labour.

As a corollary of the agreement, a project “Elimination of Child Labour in the Soccer Ball Industry in Sialkot” was launched with the financial support of the US Department of Labour (USDOL) and the SCCI and the FIFA also contributed to the project. The project was aimed at reducing child labour through workplace monitoring and provision of alternatives to the children withdrawn from the conditions of labour.

The main idea behind the project was to provide education to working children as an alternative to work. It further sought to mobilise local



communities to have ownership of the non-formal education plan and link it with the formal education system for facilitating absorption (mainstreaming) of these children into better system.

The project was designed with a strong focus on prevention of child labour and their gradual removal from conditions of labour with appropriate options. With this purpose in view, non-formal schools were established to provide education to stitcher children.

A family-based approach was adopted to enable other members of the stitcher families and reliance placed on viable income replacement schemes for them.

The participation of manufacturers, exporters, contractors and other workers was ensured through motivation and emphasis was placed on action-oriented research, monitoring and evaluation, and systematic feedback of results to ensure better implementation of the project.

Target Groups

Selection of target groups remains the most vital part of any social project because it can later turn out to be a difference between success or failure of the project.

Target groups, in this case, were identified according to the intended





impact and spirit of the project. Of all stakeholders, target groups were chosen to directly reach those people who were economically affected by withdrawal of the children from conditions of labour, can help realise target of the project and maximise social impact on the community.

Under Phase-I, the project had following target groups;

- Twenty-two manufacturers, 500 to 1,000 sub-contractors and about 200 young and adult workers;

- Children under the age of 14, working in the soccer ball industry for manufacturers participating in the Prevention and Monitoring Programme and their younger siblings;

- About 200 members of Sialkot Chamber of Commerce and Industry;

- Adult members, particularly women, of the families of working children withdrawn from soccer ball industry

- NGO implementing the programme (BLCC) and local CBOs (a field staff of 100) and

- Some 100 officials of government line departments in Sialkot.

Project Components

The project had two basic components: prevention and monitoring and social protection. The former was aimed at establishing a credible two-tier system of internal and external monitoring for identification and removal of children from soccer ball industry.

The internal monitoring system was a volunteer programme and largely carried out by manufacturers themselves. It was aimed at

identifying children of or under the age of 14 involved in the production and assembly of soccer ball.

A project coordination committee was established within the framework of Partners' Agreement and the SCCI agreed to set up stitching units and rid the business of child labour in 18 months.

The external monitoring system was aimed at verifying information provided by the SCCI and internal monitoring managers, and ensuring that withdrawal of children from conditions of labour is systematically tracked. In addition, it also monitored the status of those placed under the Social Protection Component to ensure that they continue participating in the programme.

The social protection and rehabilitation programme, implemented by a partner NGO, BLCC, was aimed at prioritising target groups comprising children and their



families affected by prevention and monitoring programme. Four areas identified for the purpose were: setting up of non-formal education centres, provision of health facilities to the affected children and their families, arranging recreational activities and providing micro-credits to the affected families to increase their income.

Firstly, 185 non-formal education centres were set up to provide primary education to children based on the curriculum of the Punjab Text Book Board. Provision of recreational facilities, counselling and assistance in getting access to basic health care constituted the services available to these children. They were prepared to be inducted in mainstream education system to ensure that they do not revert to child labour once out of ILO-IPEC net.

Under the loan facility, the partner NGO also extended loans amounting





to Rs718,000 to 68 families whose income was reduced by the withdrawal of their children from the conditions of labour.

It also set up seven centres for providing pre-vocational and vocational training to 535 girls. It offered long and short-term courses to these girls for enhancing their income and compensating them for their lost income.

In order to elicit public support and involve communities, the partner NGO established a number of Village Education Committees (VECs) and Family Education Committees (FECs). It also conducted more than 100 workshops for FECs to make them understand the concept behind the programme and build their capacity for taking charge of the project. Another 40 workshops for the community were in addition to those conducted with FECs.

ACHIEVEMENTS OF PHASE-I

During the first two years of its operation, the project achieved tremendous success. The ILO-IPEC undertook an external evaluation, which confirmed that:

- Number of participating manufacturers increased.
- Effective monitoring system was in place by the end of Phase-I.
- 100 per cent monitoring of participating manufacturers, who produced 90 per cent of the total production, was being carried out on a sustained basis.
- Some 185 non-formal education centres were established. The community provided premises for 137 NFE

centres.

- Community organisations were organised with a membership of 1,870 and 40 workshops were held with them to create awareness about child labour.

- The project proved to be a trendsetter and export oriented trades such as the Pakistan Carpet Manufacturers and Exporters Association (PCMEA) and the Surgical Instrument Manufacturers Association of Pakistan (SIMAP) adopted similar approaches to address the child labour problem in their respective sectors.

PHASE-II of the Project

Since the project had achieved concrete results during its Phase-I, it was extended to consolidate and sustain them. Prior to the project, an ILO-funded survey had estimated existence of more than 7,000 children working in the stitching industry. By the end of Phase-I, the project had covered 8,191 of them through 185 NFE centres.

The project had started effecting a perceptual change in the community and industry about child labour and convinced both of them about the need to deal with it. It was

hard to leave the process mid-way and run the risk of spoiling already achieved results, especially when the ground had already been prepared for furthering the results and every stakeholder was ready to cooperate.

Though the project was monitoring 100 per cent production of those who had voluntarily joined it, there were still some manufacturers outside the ILO-IPEC monitoring net who were still to be mobilised for joining the project, and take it to its logical end.

Though the project had formalised the industry and stitching was being largely done at the recognised and documented centres, but chances of some of children still sewing balls at their homes were hard to be ruled out. For this purpose, it was necessary to expand the monitoring net to hitherto uncovered areas and bring them under the ILO-IPEC monitoring system and purge the industry of remaining vestiges of child labour.

On top of all this, there was no mechanism to continue monitoring the industry once the ILO-IPEC packs up. It was necessary to create a set-up that could prevent the industry from relapsing into old practice of doing business and children return to stitching.

The difference between both phases was that of focus. The Phase-I was launched to reach the target groups, create awareness, convince people about the rationale of the project and try to make them part of the project. The Phase-II was clearly focused on consolidation, expansion and sustenance of results of the Phase-I, build capacity of the partners to sustain the project beyond its stipulated timeframe and create a credible independent system that could continue monitoring the industry after the formal ending of the project.

These circumstances led to the launching of the Phase-II of the





project and clear the industry of any remains of the problem.

TARGET GROUPS

Though the overall direction of the project was the same and so were their target groups, but the Phase-II was to particularly benefit:

- 10,000 children including

- (a) stitching children who were already part of the project;

- (b) Children under the age of 14 still found in the soccer ball industry and their younger siblings and

- (c) Other children found doing hazardous work and those at the risk of child labour in areas of operation of the project.

- About 2,000 adult members, particularly women, of the families of (ex) working children prevented and withdrawn from the soccer ball production, who will benefit from the social protection.

- NGOs, community-based organisations, the SCCI and local government who will benefit from capacity building activities of the project.

OBJECTIVES

Since the Phase-II of the project was launched with a clear objective of attracting those children and their families who are still not part of the project and consolidating results of the Phase-I, it understandably had very strong component of social protection and capacity building of partners.

The long-term objective was to contribute to the progressive elimination of worst forms of child labour in Pakistan, immediate objectives experienced some revision

and expansion. They were:

- 1 To prevent and eliminate child labour in the production of soccer ball in Sialkot district and prevent further child labour in the industry through workplace monitoring and provision of alternatives to children and their families.

- 2 To implement a social protection programme that is fully operational and functional; providing affected children and their families with quality basic education, pre-vocational and skills training, basic health care and income generation opportunities.

- 3 To increase the capacity of

partner organisations — the Sialkot Chamber of Commerce, Governmental and Non-Governmental Organisations.

PROJECT STRATEGY

The project strategy, though keeping the same overall facade, was adjusted to new goals and objectives. For example, area-based monitoring was added for bringing hitherto unreported centres under the ILO-IPEC monitoring system. Since the Phase-II was focused on giving permanence to monitoring process





and luring the rest of child workers and their families along with remaining manufacturers in the project, strong social component and the capacity building of partners became corner stones of the project.

The prevention and monitoring component, designed to prevent children under 14 years of age from pouring into the soccer ball industry, can be divided into two parts.



The internal monitoring system continued to be carried out by manufacturers through their employees, who were asked to furnish information regarding their annual production in terms of exports and domestic markets, information about their contractors and sub-contractors and stitching centres and stitchers. Manufacturers were supposed to keep record of their stitching centres to monitor changes in workplace and share this information with ILO.



The internal monitoring information was then fed into the ILO-IPEC database where software, especially designed for the purpose, helped randomly select stitching centres to be visited by the ILO-IPEC monitors on a particular day. The process turned every visit into a surprise visit for every centre.

The ILO-IPEC teams continued external monitoring and collection of information about stitchers present at a centre, check average number of stitchers attending a centre from the manufacturers' record and number of balls stitched.

They also gathered information, if available, about total manufacturing orders with a particular manufacturer.

The social component received emphasis during the Phase-II

because it had to attract rest of the child workers and their families who were still sitting on the fence. Major focus of the social component, of course, remained non-formal education. All 185 NFE centres, established during the Phase-I, were retained and their infrastructure improved. Since target children were around 10,000 in the Phase-II, 70 more NFEs were established. Pre-vocational training, for providing alternative skills to the students were planned and executed, which



included fabric painting course for children and cloth stitching course for older girls covered by the project. Health cover was also provided to the students of NFE centres.

Capacity building of partners and stakeholders received added attention during this phase because they were supposed to take over from where the ILO-IPEC would leave. The Sialkot Chamber of Commerce and Industry (SCCI) and its plan for child protection were focal points of capacity building exercise.



ACHIEVEMENTS OF PHASE-II

Launched in 2000, Phase-II of the project made steady progress to achieve all its targets. The main achievements of the project were:

- Over 10,000 children involved in it have been given a second chance in life.
- 49,765 monitoring visits were made by the ILO-IPEC up to February 2003.
- 255 non-formal education centres were established by Bunyad Literacy Community Council (BLCC) and Sudhaar.
- 177 Village Education Committees (VECs) were formed.
- Around 243 Family Education Committee (FECs) were established.
- These NFEs educated 10,572 children.
- Out of them, 5,838 students were mainstreamed.
- The partner NGOs have sustained 49 NFE centres at 27 locations.
- The Punjab Rural Support Programme (PRSP) had extended micro-credits of Rs20.965 million to 2,139 borrowers and 465 individuals belonging to soccer ball industry were given training in industrial electronics, database management, leather stitching, screen printing, fabric painting, industrial stitching, beauticians, motor driving, plumbing,

welding, tailoring and computers.

- Sudhaar, under its pre-vocational training programme, collected data of technical schools and teachers and designed six pre-vocational training manuals and designed career counselling manuals for teachers.
- Some 31 NFE and six formal schools' teachers were provided pre-vocational training in fabric painting, who in turn trained 391 students in the art.
- Eleven teachers from the government schools were provided pre-vocational training in electricity trade who helped trained 419 students of formal schools.
- Some 55 individuals were trained in career counselling.
- Some 216 youngsters were linked to Vocational Training Institute (VTI) and 22 to apprenticeship training at the Apprentices Training Centre (ATC), Sialkot.
- Strengthening and capacity building of VTI (women) Pasrur and ATC Sialkot was carried out.
- Some 2,179 students were medically examined four times under the Action Programme on District Health Care carried out by Biadarie.
- About 1,528 children having major problems and needing

further tests and screening were referred to the nearest health service provider.

- Thirty-three students in need of different types of surgeries were operated upon.
- Four training and follow up sessions on general principles of health and personal hygiene and first aid were conducted for the NEF teachers.
- Around 70 first-aid kits with necessary medicines were distributed among NFEs.
- Some 216 latrines at 108 locations were constructed to raise awareness about hygienic conditions in the villages.
- Six medical camps were arranged and 1,884 individuals benefited from them.
- Twelve interactive theatre performances were arranged by Community Development Concern (CDC) to raise awareness among people about the issue of child labour.
- The SCCI has established Child and Social Development Organisation to take care of the social side of their business after the pack up of the ILO-IPEC project.
- The ILO-IPEC project succeeded in establishing Independent Monitoring Association for Child Labour (IMAC) for taking over monitoring component once the project ends.



Impact of the project

The ILO-IPEC Soccer Ball Project has made multi-dimensional impact at four different social levels i.e. children, family, local community and industry. This impact is fully reflected in a verifiable behavioural change towards the issue of child labour at these four levels. Before the introduction of this project, none of them ever realised the social and economic immorality, health hazards and allied problems of keeping children on the stitching job.

The businessmen were awarding contracts to middlemen and getting the job done without bothering about

who was doing what in the stitching process. Though it was never in their commercial interest to make children stitch because the payments were made on per ball basis and did not vary for an adult or a child. It was also not in their interest to spend time on checking who was preparing balls and why, and keep children off the job. Thus an unhealthy inertia gripped the soccer ball stitching industry for years. The ILO-IPEC Soccer Ball Project succeeded in ending that harmful status quo. Now, businessmen have their own internal monitoring mechanism to ensure that no child gets into stitching. Firstly, they

developed an internal system to check the menace and hired people for monitoring and secondly they fully cooperated with the project by providing detailed and honest information to the ILO-IPEC teams about children working under them. By the end of the project, they helped develop an independent monitoring system for keeping their business child free.

The project has for the first time exposed these children to life beyond unending drudgery of stitching balls. Before the project, life for these children was limited to stitching and





Culture of social responsibility



Khawja Zaka-ud-Din of the Capital Sports, Chairman IMAC and President CSDO and one of the most spirited advocates of child rights and the man behind bringing the industry on board, claims that life would never be the same for soccer ball manufacturers after the project. It has effected fundamental behavioural change both in business community and general public about child labour. Employers know that they cannot keep children in stitching because it is socially and economically undesirable for local as well as international community. An employee now knows that his children are meant for school and not for stitching units and he can break the vicious economic circle only by sending his child to school.

As a result, a new working relationship has emerged between employer and employee that is based on a new concept of social responsibility. Both parties now know that children should not become social security net of society. This is an effective social

engineering that the project has been able to perform on the people of Sialkot district.

Before the project, business community never considered child labour a problem, leave aside business houses sharing fiscal responsibility for education and social well being of child stitchers. It never even bothered to check if child labour existed in the stitching process and what was its numerical value. The industry was simply indifferent to the problem. Not any more! Now, all big, medium and small business houses have become conscious of the problem and their responsibility in dealing with it. They have created an internal mechanism to keep children out of stitching and submitted to an independent monitoring of the whole process. They have also developed a system of penalties in case of violation in this regard. It shows the commitment of the industry in dealing with the newly realised problem of child labour.

The depth of perceptual change

in the industry about child labour can be measured from the fact that the industry has helped ILO create an independent body for continuous monitoring of child labour after the formal ending of the ILO-IPEC Soccer Ball Project.

Since the project had another vital component of social protection, the industry has also created an organisation called the Child and Social Development Organisation (CSDO) for taking care of the social side of the project. Though the organisation is just at the take off stage, but it shows the commitment of the industry to continue working on the guidelines set by the project for dealing with child labour.

The decision of the industry to continue travelling down the path set by the project for dealing with the issue of child labour is ample proof of the success of the project. It shows that the industry agreed to the spirit of the project and is now willing to carry on with the same spirit.



killing time on the streets. They have been exposed to joys and future possibilities that education can offer. They have internalised the change and beginning to dream for their future. These children now know that they are real people and want to become doctors, nurses, lawyers, businessmen, teachers, and what not. This behavioural change among children shows that they have developed a long-term interest in education. They want to pursue their educational career even after the ILO-IPEC project. Providing these children a second chance in life is perhaps one of the greatest achievements of the project.

The social sustainability of the project is ensured by the attitudinal change that this project has brought at the family and community level. The parents now know that children are meant for schools, not for stitching. The sheer number of VECs (village education committees) and

FECs (family education committees) set up during the project substantiate the claim of social change at community and family level. These VECs and FECs are actively working to ensure continuity of schools after the formal ending of ILO funding for the project. The perception of the issue of child labour at family and community level has changed

because of behavioural change that education has brought in children. Parents now know that children did not create poverty and they should not suffer its consequences. They now see their children being more hygiene-conscious, looking neater and clean, being good mannered and living with a hope and striving for a better future. All these factors have convinced the families of stitcher children and community that child of a stitcher may not necessarily be a stitcher. They can break the vicious social and economic circle through education and better planning. Parents work extra time to ensure that their children go to schools instead of stitching units. This remains one of the most powerful social impacts of the ILO-IPEC Soccer Ball Project.

The remarkable social acceptability had been another hallmark of the project. In the beginning, both the business community and target population were slow to respond. But they joined the project in droves once it started to have impact on their





Education is now the buzzword

project, that child labour has its roots in illiteracy. If a child is not going to school, he is attracted to stitching units and other non-productive activities. The popular demand is no longer limited to cleansing soccer ball and surgical industry of child labour but people now want other industries like automobile and hotels to be purged of child labour as well. Responding to this popular demand, the district government passed a resolution last year for clearing Sialkot district from every form of child labour.

Another significant contribution of the project is training of many local NGOs up to the international standards. The district now has around six local NGOs that are capable of conceiving, planning and executing projects on child labour and education. Since their standards of operation, reporting and auditing have also improved, the district government and people at large hope they would not have any problem getting necessary funds from any donor.

Sialkot District, though sparing as much funds for education as it can, certainly needs help for higher education. It has educated all its children up to primary level, but taking them beyond that would need funds and donor agencies can be of great help in this regard.

According to Mian Naeem Javed, chief of Sublime Sports and District Nazim of Sialkot, the impact of project was much wider than it was intended to. It has not only effected its target population, but helped change attitude of general public about education and child labour.

Along with the ILO-IPEC Soccer Ball Project came the Universal Primary Education of the UNICEF and Sialkot was one of three beneficiary districts. Both programmes complimented each other and helped people realise the possibilities and joys that education can offer to the children and posterity. The realisation was especially intense among the stitcher families. For the last few years, the district government is under very active popular pressure to create maximum educational facilities in the district, leaving everything aside. Responding to the demand, the

district government is spending over 70 per cent of its budget on education sector. This is unprecedented in a country like Pakistan where national spending on the sector does not go beyond 2 per cent of the GDP.

This change in attitude for education is the most significant contribution of the project. Around 47,000 children have completed their primary education in the last six years in Sialkot district. Out of 122 union councils, 84 now have higher secondary schools. The district now has 100 per cent primary enrollment. These figures sound mythical in a society like Pakistan, but they are true. People have made all this possible through a very energetic demand for education that forced the district government to respond.

The same is also true as far as child labour is concerned. People now know, thanks to the ILO-IPEC



social life. Social support for the project grew substantially when the target population and business community realised that it was for their own good and did not have any hidden agenda. The community provided 137 buildings out of the total 185 NFEs set up in the Phase-I of the project. The magnitude of contribution speaks for itself.

The mere fact that the number of partner business houses swelled from 22 in the beginning to 111 by April 30, 2004, reflects the magnitude of social and economic acceptability of the project. Better awareness proved to be a key to solving the chronic problem of child labour and the ILO-IPEC project team provided necessary information in abundance to every stakeholder.

The social acceptability of the project further grew when it helped improved working conditions at the stitching centres. Before the launching of the project, most of the stitching was done at homes and it was difficult to monitor home-based units for social reasons. The business community and the ILO agreed to develop

village-based and purpose-built units near city that were easy to monitor. On the one hand, these units ensured

abolition of child labour from the industry because of internal and external monitoring and, on the other, helped improve working conditions by formalising the stitching process. Now, some workers at the purpose-built units even enjoy health cover and one meal a day at exporters' expense.

The fact that workers now gather at one place has made it increasingly difficult for middlemen and exporters to keep them underpaid as used to happen before the project. Their wages have increased at the formal units. Over 95 per cent of the stitching sector has now become

EMPOWERING WOMEN

Ms Iffat Yasmin, incharge of a female stitching centre at Chak Kake, thinks that the most powerful impact of the ILO-IPEC project is women empowerment. Girls at the centre have become confident and assertive over the last few years. Thanks to the ILO-IPEC teams and internal monitors, these women now know that industry needs them as much as they need jobs. They cannot be thrown out of the jobs at the will of a middleman. They also know that they are now part of a labour system that has in-built respect and protections for its workers. The very sense of breaking the shackles of an exploitative system that was based on the whims of the middleman has given these workers a new sense of personal and economic freedom. Their respect and wages have gone up. The culture of stitching unit has changed and a new social contract seems to have emerged at these





formal, free of child labour and better paid because of the intervention of the ILO-IPEC Soccer Ball Project.

The project has also brought to the fore the human face of the capitalist industry that is generally accused of making profits at the expense of children and their future. The soccer ball industry not only whole-heartedly pledged to remove children from stitching, it also developed an internal monitoring system and invited a credible international body like the ILO to monitor the process. The industry could have removed children from centres and sit back.

But it responded to the concerns of international community for socially responsible businesses and joined the ILO in creating an elaborate set-up, which included social, vocational and health covers, for the rehabilitation of victims of child labour. Being a remarkable example of public-private-international cooperation, the project proved to be a trendsetter in and outside Pakistan. It has shown the way to deal with the problem of child labour to other industries and countries. The carpet and surgical instruments manufacturing industries initiated

their own plans to rid their manufacturing line of the child labour by replicating the ILO-IPEC Soccer Ball Project. Both of them have reported equally marvelous successes. A delegation from India visited Sialkot to study the project and reasons behind its success and international acceptability.

The ILO-IPEC Soccer Ball Project assumed added significance when it became the first project of its kind in which the govt, the industry and the NGOs joined hands to deal with the issue of child labour.



centres.

The women stitchers do not settle for less than fixed payments also because they have to make up for the fiscal loss caused by the withdrawal of their children. These women now work extra time not only to fill in the financial gap left by their children but also foot the bill of their studies. The substantial economic contribution that these women are now making to their families has given them a new sense of respect and empowerment. This is a refreshing change that the project has brought in its target communities and areas.

Explaining the extent of fiscal empowerment of women, Ms Iffat pointed towards Asia Fazil whose mother died recently and her father is physically handicapped and unable to work. The girl said that she has two young school-going brothers. Asia claimed that she had been spending half of her income for meeting daily household expenditures and saving the rest for her dowry.

According to Asia, the project has

increased her income by at least 30 per cent. She used to get Rs10 for stitching a toy ball but now she gets Rs13 for the same. "My output has also increased because of formal centre. I used to stitch balls at home, and was not able to fully concentrate either on stitching or household. Now it is easier for me to quickly finish off my domestic work and come to the centre and stitch balls with full concentration. It has increased my output and helped improve quality of work, and my income."

"Had it not been for the ILO-IPEC project, I could have found it virtually impossible to generate extra income and make savings for my marriage. What else I could have done in a remote village like mine. Agriculture is the only sources of income and my family has been supplementing it with stitching. One could generate a limited income from the stitching before intervention of the Soccer Ball Project. The formalisation of stitching units has increased our earnings," Asia said.





Sustainability

One of the most crucial aspects of any donor-driven plan remains the fate of the project once money stops flowing in from foreign sources. But that does not seem to be a case with the ILO-IPEC Soccer Ball Project; it was able to ensure institutional sustainability with the decisive help from the business community when it created two institutions to take care of both the components of the project i.e. social and monitoring.

The Phase-II of the project envisaged setting up of an independent monitoring body that would take up the task from where international organisations planned to leave. In pursuance of the same objective, Independent Monitoring Association for Child Labour (IMAC) was established on May 14, 2002. It inherited all human and material resources (trained monitors, software and hardware and vehicles) from the ILO-IPEC and started working on the same pattern previously set by the ILO-IPEC for monitoring. It became operational on March 1, 2003 and has since been working as a credible replacement of the ILO-IPEC monitoring component.

The most significant part of the creation of the IMAC was its acceptability by the industry that showed willingness to submit to its strict monitoring procedures. One proof of the same is that after ILO-IPEC initial funding for a year, the industry would financially sustain the

body. It has already levied a certain amount of contribution on every exported ball to permanently maintain the body.

Another proof of its acceptability is the willingness of manufacturers to provide all details of the business and submit themselves to the IMAC monitoring. The same ILO-IPEC

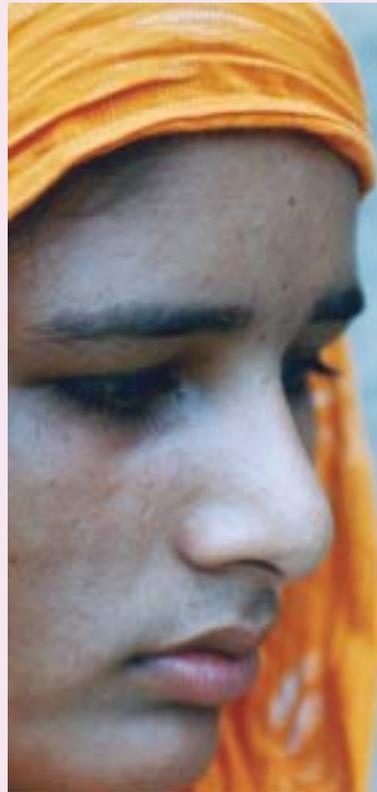


team, which joined the IMAC at its creation, now visits centres to keep them free of child labour.

Since the membership is absolutely voluntary, only those willing to follow its rules join the body. On its part, the SCCI has reduced the membership fee from Rs100,000 to Rs15,000 only.

The IMAC is now monitoring 1,917 stitching centres of 111 manufacturers where 32,187 stitchers are working. This represents about 95 per cent of production line of hand-sewn balls. There are still

LUCKY BENEFICIARIES



Shagufta Rani d/o Muhammad Saeen, resident of village Bagiari, is one of the 2,179 beneficiaries of health care programme during the Phase-II of the project. Living in an area infested with diseases like goiter, scabies and tuberculosis, most of the residents do not have any health facility, and so did Shagufta Rani.

She started missing school with the complaint of abdominal pain. One of the field supervisors and the teacher noticed her absence. They both went to her house and found her down with pain, which Shagufta said, recurred periodically. She was taken to a doctor on the panel of a partner NGO who diagnosed appendicitis and recommended operation. She was taken to the clinic of the doctor where she underwent surgery and has been living a normal life since then.

“I have two brothers and three sisters and my father died years ago. My family did not have any income to spare for my medical upkeep. Had it not been for the ILO-IPEC



approximately 78 very small and seasonal manufacturers outside the IMAC net, but they represent five per cent of total production and hardly matter.

Since the IMAC is working according to the guidelines set by the ILO-IPEC Soccer Ball Project, it is also pursuing the same two-pronged monitoring policy. Internal monitoring consists of information provided by the manufacturer at the time of voluntary joining. The new entrant deposits a joining fee with the SCCI along with some basic



project's health cover, I could never have undergone such a costly operation," she said. With no bread earner, we were finding it hard to make our both ends meet. My elder sister and I, along with our adult brother, stitch balls and go to fields. The income is hardly enough to keep us alive, how we could have spared money for such an operation is hard to imagine. I could have suffered this pain forever, with risk to my life. I

can only thank the ILO-IPEC project that not only provided me education, but also helped me live a normal healthy life.

One can imagine how life has changed for those 33 students who underwent different types of surgeries and been living normal life since then, says 16 years old Sugra Rani of the same village. I also had appendicitis and underwent operation like Shagufta. "My father, a tonga (horse-

pulled cart) driver, died last year and left behind six children and a wife. With no bread earner, life became hard for us when our house collapsed two monsoons ago. It was in these circumstances that the project came to my health rescue. Had it not been for the project, I could still have been visiting some local quack or some spiritual healer for a physical problem that was ruining my life. One has to understand the value of the health service of the project in the local context. The people of the whole area are living under extremely unhygienic conditions. Over 100 villages in the area have only one certified doctor. One does not need to be a genius to understand local health standards in these circumstances. It was under these conditions that the ILO-IPEC came up with a health cover for its children. Children, given a second chance in their life with education, got the third one with the health cover, she said.





information like names of the executives, location of the factory, contact (mailing address, telephone, fax, e-mail addresses) information, production capacity, number of production units and number of workers. This is known as internal monitoring information. First time, this information is submitted to the SCCI, which sends it to the IMAC. It is fed to the IMAC database. An individual code number is allotted to the manufacturer who is required to print this code number on every ball stitched under his brand name. A manufacturer desirous of joining is kept on a waiting list until two monitoring visits to his centres for verification of information given by him. Once his application is accepted by the SCCI, he signs an undertaking of obligations of a partner of the programme. Once in the net, the manufacturer is required to continuously update the IMAC about any changes in centres or production patterns.

Once internal monitoring system is complete, the next step is external monitoring, third party monitoring and the role of the IMAC becomes even vigilant. It has an elaborate team of monitors, with a gender balance, that undertakes monitoring visits. For monitoring purpose, Sialkot district has been divided into seven zones and each zone is sub-divided into various clusters. At present, there are 36 clusters which are sub-divided into proximities. The data about each manufacturer is fed into the IMAC computer system that randomly selects centres to be visited on a particular day, turning every visit into a surprise visit. The monitors are

given lists of centres just before leaving office for pre-empting the possibility of prior leak of information and are required to verify internal monitoring information provided by the respective manufacturer for that particular stitching centre.

In order to locate un-registered work of the participating manufacturers, the IMAC monitors do not restrict their visits to the registered centre alone. They also visit those villages where there is no registered stitching centre. The

exercise is meant for geographically covering the whole of Sialkot district and collect data about the stitching activities which are not yet in the monitoring net and identify any activities which a participating manufacturer may be hiding.

The IMAC monitors also record data about the working conditions (work space for every stitcher, light and sanitation conditions and general atmosphere of the centre) in order to keep them at a minimum given standard.

The IMAC, in addition to



Fifty years old Zahida Altaf of Sadrana village received a loan of Rs10,000 from one of the partner NGO and claimed to have a hope for working her way out of abject poverty.

She claims: "Our family earnings were hardly enough to keep life going. One of my stitcher daughters was admitted to an NFE centre. During her education, she told me that the family can have a loan of

Rs10,000 at a certain markup. I had already been saving money to buy a buffalo to start selling milk and improve diet of my family. The loan suddenly shortened the route out of extreme poverty. I got the loan, added my own savings to it and purchased a buffalo. Since then, I have been selling milk. I managed to return the loan out of milk money and now own a buffalo that is a permanent source of income and



help improve diet of the family.”

While praising the loan facility, Ms Altaf says that ideally markup rate should have been less than what was charged. “Though I was able to return the money with markup, it certainly proved to be a bit extra burden in the end. In the future, project planners should plan them at lower rates so that benefit could come quickly and substantially to the loanees. It is not to argue that loan did not benefit people but only to argue in favour of reduction in the markup rate.

Razia Bibi of the same village is another beneficiary of the loan component. She says that she bought three goats with the money she received from the project. Since then she had been selling milk and dealing in goats. Now she owns six of them as she has been re-investing milk money and profits of business.

“The loan helped me break the vicious circle of poverty. Our family had been living on paltry income from stitching. It came further down when my daughter joined NFE centre and quit stitching. The loan gave a new hope to the family. The

village had a demand for goat milk and we decided to go into the business. With the loan, I purchased goats and started selling milk and trading off goats whenever it brought me reasonable profit. Now I am part of a business cycle; I buy small goats, bring them up and sell them. People of the village come to me if they want to buy a goat. The loan has certainly helped me take one step out of poverty.”



monitoring job, is also offering capacity-building consultancies to those interested in developing a workplace monitoring system and the training of relevant professionals.

Apart from prevention and monitoring, other strong component of the ILO-IPEC project was social protection. In order to give permanence to social protection of those involved or removed from the stitching industry, the Phase-II pledged to provide technical and financial assistance to Child and Social Development Programme (CSDP) of SCCI for developing its programmes and strategies in regard to child labour issues. The SCCI, now better aware on the issue and committed to social responsibility of its business, has renamed CSDP as Child and Social Development Organisation (CSDO) and developed it as a social arm of the chamber. The CSDO has four objectives; advocacy and communication on child labour, work as a resource centre, development planning and implementation and establishing a Social Development Fund.

The CSDO signed a two-month Action Programme with ILO-IPEC on March 1, 2004 for the capacity building of Sialkot Chamber of Commerce and Industry through CSDO for combating child labour. Capacity building training workshop for maximising performance, establishing a library, developing a database and material on Corporate Social Responsibility and child labour were the main activities under this Action Programme. During that period, the CSDO developed a library and database



about child labour, education and health.

The creation of the CSDO shows that one of the biggest achievements of the ILO-IPEC project is convincing the business community of Sialkot that corporate social responsibility goes much beyond a few international certificates and world's acknowledgments on a few fronts. It is a culture that must pervade the entire industry and nothing short of that serves the purpose.

The SCCI, through the establishment of IMAC and CSDO, has proven its determination to continue working for the betterment of children and a new culture of social responsibility. Those were precisely the aims of the ILO-IPEC Soccer Ball Project.

In addition to creating a credible monitoring system and institutionalising social component of the ILO-IPEC Project, the Soccer Ball Project also created substantial social capital in Sialkot district that can sustain the momentum for years to come. With the ILO operating in the area, many local NGOs had their first exposure to international standards of working. Their reporting and auditing methods improved markedly and they were exposed to world beyond local realities. In this period, the district of Sialkot has had six fully trained NGOs that are ready to undertake such projects. In fact they are already planning to expand their work to hotels and automobile industry.

Around 177 VECs, 243 FECs, 10,572 educated children with 5,838 mainstreamed to formal schools, hundreds of trained teachers in

different skills and thousands of skilled and clean children are the most persuasive arguments against child labour. These socially better aware people will serve their communities for years to come and help rid them of social evils like child labour.

International respect and acceptability of its working have also ensured the sustainability of the spirit of project long after its formal ending. All international bodies dealing in the soccer ball stitching industry and labour and child rights have accepted the

sincerity of effort by the Sialkot Chamber of Commerce and Industry (SCCI) and the credibility of ILO monitoring mechanism. Pakistan, which lost about 15pc, out of total 75 per cent world market share in the late nineties, was able to quickly recover its lost space on the basis of its efforts. At present, soccer balls of more than 50 international brands are being prepared in Sialkot. After the formal ending of the project, the IMAC now monitors the industry.

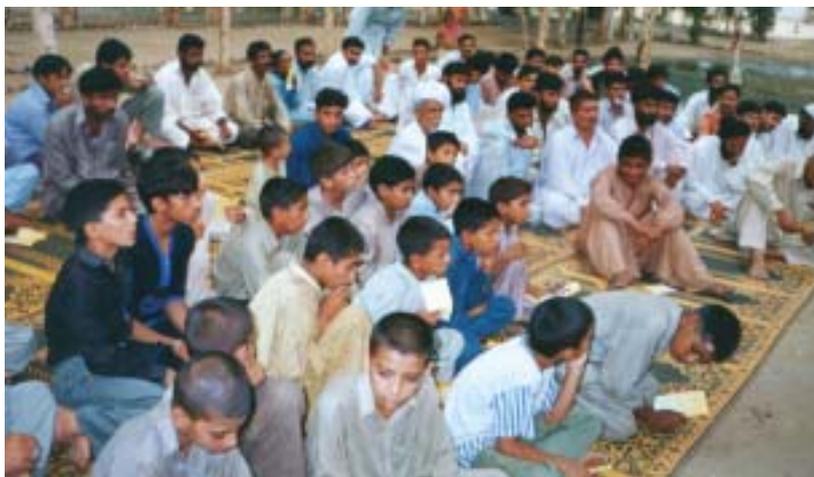


PASSION FOR WELFARE WORK

Muhammad Shafiq, a teacher at the non-formal education centre at village Gogial, claims that the project has made multi-dimensional impact on children. Before the establishment of the NFEs, children used to spend the whole day either on the streets, quarrelling with one another and creating problems for their parents, or, at best, stitching. Other unhealthy social activities were added extras.

With the induction of NFE

centres, these children have gone through a monumental transformation. It has provided them proverbial light at the end of the tunnel. They now know the possibilities and joys that education can bring to them. The transformation has been both mental and physical. Education has opened new horizons and taught them that they can also become teachers, doctors, nurses and lawyers. In fact,



PAINTING ON FABRIC

Fifteen years old Abida Parveen of Said Nihal village is among the girls who benefited from the pre-vocational training component of the project. Being a stitcher since early childhood, she did not know anything but stitching.

Abida was admitted to a local NFE where she completed her primary education. She said that she feared returning to stitching unless trained in some other skill. Painting on fabric fit well in the context.

“The project provided us with all the required material and a trainer. Now, I can take care of my own clothes and paint them. They look aesthetically good when painted. I will definitely develop this skill along with continuing my studies even after formal ending of the project,” she claimed.

One can earn from the skill as well. Local markets have big demand for painted clothes. It may not be much lucrative at this stage, but the one who can pursue it further certainly has a chance of making good money out of it. One of the most beneficial aspects of this particular component is that it has developed aesthetics of the students.



they have started dreaming about their future, and one must not forget that “dreams do come true.”

Now they know the value of time and have become punctual. They come to school in time and finish their daily homework efficiently. “They have proven to be the most wonderful students I ever had. Inspired by them, I am also taking exams for my second master’s in Islamic Studies.”

Their interest in personal hygiene has been one of the most telling impacts of the project. They are now the most neatly lot of their villages because they think, with a measure of justification, that personal appearance differentiates them from the rest of the children. These neater, well-mannered and happy children have become an effective argument in favour of education in these villages.

One can hardly exaggerate the importance of passion that the project has cultivated among the children for welfare work. These children know that those committed to the welfare of others have provided them with second chance in life. They also

realise the impact of this opportunity on their lives. Now, they themselves are fully committed to welfare work in their lives. They have been heard talking about establishing a free school or a dispensary once they become teachers and doctors. This is the biggest social capital that this project is leaving behind, he said.

Before the project, these children had only one aim in life i.e. making money, however small. Their priorities have changed; now they run after the wealth of education. One wonders how a small chance at the right time could change a child for the rest of his life and make him/her a useful part of society.

The district govt is maintaining interest of these children in education by relentlessly upgrading primary schools throughout the Sialkot district. Children, especially girls, used to stop studying after primary level because there were no higher secondary schools nearby and parents were reluctant to send their daughters to the next village for social reasons. District Government has solved this problem by upgrading schools.



ANOTHER RAY OF HOPE

Sixteen years old Nazia Younas of Panvana Bajwa village is one of the many beneficiaries of Vocational Training Programme under Phase-II of the project. She was a stitcher until admitted to an NFE centre and now enjoys an alternative skill of sewing.

She says that most village children were destined to stitching before the arrival of the project. It changed their lives in many ways. Education was certainly the most beneficial, but an alternative skill like sewing is by no means less important.

“It has added to the confidence of girls by proving them capable of learning and performing other skills as well,” she says. Education gave the children a second chance and an alternative skill is certainly a third chance. Sewing in rural life is essential for girls because it is a social sign of maturity. It adds to the family income and helps save money which otherwise had gone to tailors. In village life, it is essential for girls to be capable of doing all household works



and sewing is an important part of that, she says. Tailoring is markedly less tiring than stitching and the project made it possible for girls to learn an alternative skill.

Sumera Nawaz d/o Nawaz Butt of the same village also says that lives of girls have socially improved with the learning of tailoring. “No one

from the village, including our parents, thought us capable of doing anything but stitching which had become a hereditary skill. But by learning tailoring, the girls saw their respect going a few notches up the social ladder. This has been one of the most significant contributions of the project after education. One cannot dispute the value of education in any society. But, certain skills like sewing are also very important in rural life of Pakistan.”

Most of the people in villages have big families and someone at home knowing tailoring is a blessing even if she does not sew clothes for others. “I have three brothers and as many sisters and two parents. One can imagine the amount of money my family had been paying to tailors for every social or any special occasions. Now, we save all that money because of the ILO-IPEC Soccer Ball Project.”





EXPLOITATION, NOT ANY MORE!



Muhammad Khalid, a middleman and running a stitching unit at Chak Kake, maintains that the ILO-IPEC Soccer Ball Project has eliminated exploitation from the stitching process. No one can now cheat the workers of their rights and wages, largely because of the monitoring system and formalisation of the stitching process.

All manufacturers now have developed internal monitoring system and recruited trained staff for the purpose. These internal monitors now meet workers on daily basis and discuss with them almost every thing, from working conditions to remuneration. Everybody at every stitching unit now knows what money a middleman is getting from manufacturers and what he is supposed to pay to workers. They are also aware of the fact what stitchers are getting for sewing a particular ball in the next village. It is hard to deprive people of their dues in these circumstances.

Before the start of the project, the stitching industry was home-based and one could have easily bargained with individuals and families. They usually settled for less because no one knew what a middleman was charging from the manufacturer and what family living next door or village was



making out of stitching. The system was informal and open to exploitation.

With the beginning of the ILO-IPEC Soccer Ball Project, the industry became formal because it was easy to monitor. Now, every stitcher comes to a centre, sits there for a certain period of time and prepares balls. He/she knows what wages have been fixed for a certain kind of ball and would not settle for anything less than that.

Informal home based industry was financially beneficial to middlemen because a stitcher was getting material for ball at his/her doorsteps and timing was not fixed for stitching. In home, they could stitch a ball whenever they get time and were willing to get less for that. Now, they come to centres like a 9-to-5 job and demand full payment.

The exporters have also established an internal mechanism for monitoring. These managers also check wages of all stitchers. So, the internal monitoring system, originally meant for checking child labour only, is now virtually checking everything — payments, working conditions and even behaviour of the incharge. These circumstances hardly leave any space for exploitation that was almost integral part of the previous system.



MAINSTREAMED

Fourteen years old Samina d/o Nazar Hussain lives in village Dargal. Her father is an agriculturist and her mother had died in her youth. After the death of her mother the system of the house was getting disturbed; her brother and sister left studies for stitching footballs to help their father in household consumption. Her father couldn't give much attention towards children's education and eventually all the children had left the study.

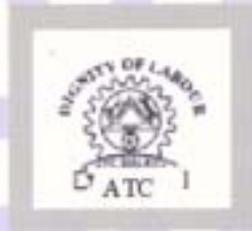
Under the project, an NFE center had established in village Dargal on Oct 2002. Teacher and VEC members approached Samina's father to enroll his children's in the center. Samina told that our father turns no adherence on us. I have lost my interest on education after the gap of many years. My one brother and one sister took admission in the center. My brother and sister also insisted me to come with them but I pay no attention. My brother and sister daily goes to center, and after returning from the centre they told me about their daily activities, which ultimately cultivates the interest for education 1, and after 3 months I took admission in the NFE center in Class 3.

Teacher told that Samina shows affection and great zeal in study. She is very intelligent and hardworking student and learn her lesson swiftly. She insisted her teacher that she wants to take the Government Primary Certificate School Examination. For this purpose teacher gave her an extra hour, and she took the exams. Her dreams came true when she has passed the 5th class exam in a good position. Now Samina is studying in Govt. Girls Elementary School Charwah in 7th class, and attending her school regularly.

Disclaimer

Funding for this booklet was provided by the United States Department of Labor under ILO-IPEC Soccer Ball Project. This booklet does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

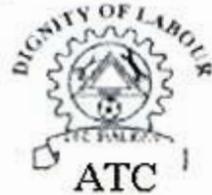
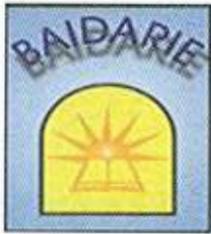
ILO - IPEC PARTNERS



ILO-IPEC PARTNERS



SUDHAAR - سداار



Allied Government Department

ILO-IPEC Interventions Sustained



Donors



UNITED STATES OF AMERICA
Department of Labour (USDOL)

