



International
Labour
Organization

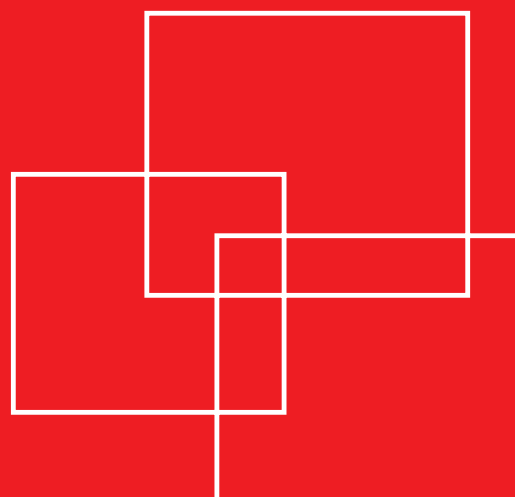


World Day Against CHILD LABOUR

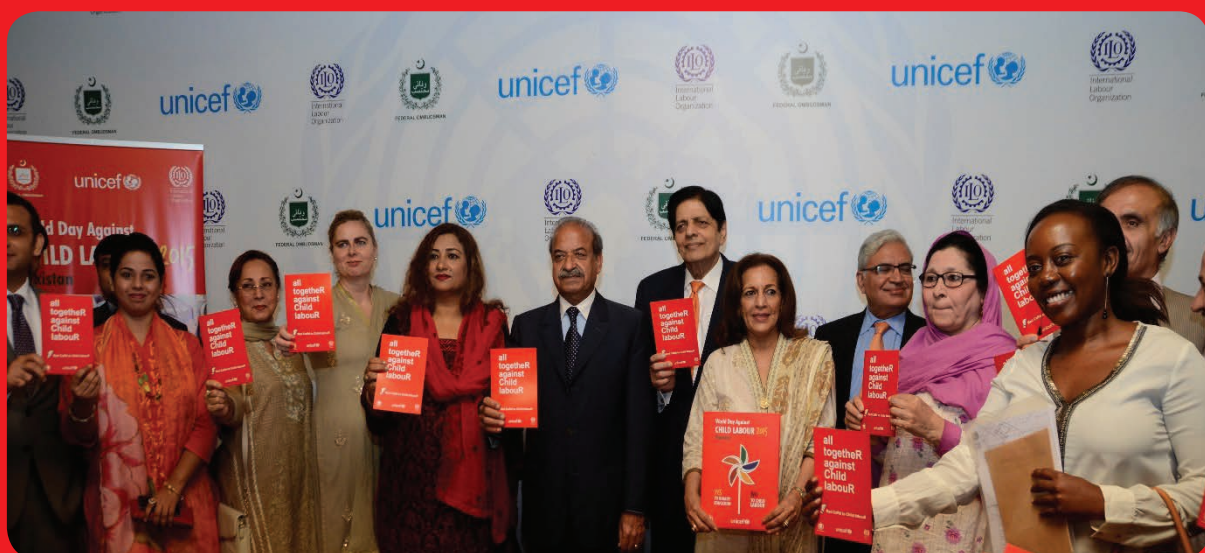
12 JUNE 2015

Report for PAKISTAN

ILO Country Office
Islamabad



**“The World Day is an
opportunity to raise
your voice against child
labour”¹**



¹2015 WDACL Brochure available at: <http://www.ilo.org/ipec/Campaignandadvocacy/wdacl/2015/lang-en/index.htm>

² Photo taken at the event organized by the office of National Commissioner for Children in Wafaqi Mohtasib [Federal Ombudsperson] in collaboration with UNICEF and the ILO on 16 June, 2015 at Islamabad. Federal Ombudsman Salman Farooqi, Kyber-Pakhtunkhwa Governor Sardar Mehtab Abbasi, UNICEF Child Protection Specialist Sarah Coleman and Ms. Belinda Chanda, Programme Analyst, ILO Country Office Islamabad, Pakistan, along with members of the National Commission on Child Labour are visible in the photo.

Background

Pakistan is among the countries with a high prevalence of child labour and low rates of school participation, particularly for girls. Pakistan's school attendance rate is lower than many of its South Asian neighbours. The most recent International Labour Organization (ILO) estimates, based on the national Labour Force Survey 2010-2011 and revealed in the latest publication titled Understanding Children's Work (UCW) in South Asia – a joint collaboration of ILO, UNICEF and the World Bank, indicate that 5.7 million 10-17-year-olds, representing almost 20% of all children in the age group, are labourers, with more than two-thirds of those engaged within the agricultural sector in Pakistan. A similar proportion are in unpaid family work. Of the 15-17 year age group, 13.5% are engaged in hazardous work. Official data estimates show 74% of children (10-14 years old) to be exclusively in school, but dropout rates are high and closer inspection reveals large gender and rural-urban disparities.

However, there is a strong political will to address child labour. Article 11 (3) of the Constitution of the Islamic Republic of Pakistan prohibits the employment of children below the age of 14 years in any factory or mine or any other hazardous employment. Major national legislative developments include the Employment of Children Act, 1991 and the Bonded Labour System (Abolition) Act, 1992; which came about after the 18th constitutional amendment now in the realm of provincial governments. The Government of Pakistan has ratified ILO's core conventions including ILO Convention No. 138 on

Minimum Age of Work and ILO Convention No. 182 on Worst Forms of Child Labour. Pakistan is also signatory to the UN Convention on the Rights of the Child (CRC).

Child labour is a primary area of action under Priority 1 of the Pakistan Decent Work Country Programme 2005-2015. The Government of Pakistan is committed to eliminating child labour by investing its own resources in interventions such as the seven-year Integrated Project on Child and Bonded Labour in Punjab, targeting all 36 districts to a tune of US\$50 million, and the Government of Baluchistan's investment of US\$300,000 to carry out similar interventions. These efforts are commendable and will be supported by the United Nations System in Pakistan through the provision of technical assistance.

The ILO has collaborated with the Government of Pakistan, provincial labour departments and employers' and workers' organizations and other partners in the implementation of technical cooperation projects for the prevention, withdrawal and rehabilitation of child labour in Pakistan over a period of two decades.

Commemoration of 2015 World Day Against Child Labour [WDACL]

As part of the commemorative events for the 2015 WDACL under the theme **"NO to Child Labour, YES to Quality Education"**, the ILO Country Office Islamabad, Pakistan, in close collaboration with the United Nations Children's Fund (UNICEF) Country Office for Pakistan, organized a number of events in partnership with ILO's constituents, sister UN agencies and civil society organizations. The following major events were organized:

- 1** Media Engagement: Media Training on 'Reporting on Child Labour in Pakistan' and interviews with the Director of the ILO and a Representative of UNICEF, in collaboration with the Pakistan Broadcasting Corporation [PBC], and the United Nations Information Centre (UNIC), on 10-11 June, 2015 at Islamabad;
- 2** Op-Ed: Country specific Op-Ed drafted by the ILO Country Office Islamabad, Pakistan in consultation with the Decent Work Team (DWT), and published in the leading newspaper *The Express Tribune*, on 12 June, 2015;
- 3** Awareness raising through "theatre performance" organized in collaboration with the Employers' Federation of Pakistan [EFP] and Islamabad Lions Club, on 12 June, 2015 at Islamabad;
- 4** High-level Advocacy Seminar organised by the office of the National Commissioner for Children in Wafaqi Mohtasib [Federal Ombudsperson] in collaboration with UNICEF and the ILO, on 16 June, 2015;
- 5** Tripartite plus dialogue on "Lahore Social Compliance in Supply Chain – The Case of Sialkot, organized in collaboration with the Employers' Federation of Pakistan, on 29 June, 2015; and
- 6** Red Card Campaign carried out by ILO Country Office Islamabad, Pakistan, in collaboration with constituents and key stakeholders.

Media Engagement

Media is considered an important vector for the facilitation of advocacy and awareness on curbing child labour practices by bringing the issue to the fore. Therefore, the ILO, in collaboration with PBC, UNICEF and UNIC organized the following:

MEDIA TRAINING ON 'REPORTING ON CHILD LABOUR IN PAKISTAN', ORGANIZED BY UNIC IN COLLABORATION WITH UNICEF AND THE ILO • 11 JUNE, 2015 • ISLAMABAD •



A total of 22 media personnel representing print, electronic and social media attended the training which was coordinated by the head of UNIC in Pakistan and delivered by experts from the ILO and UNICEF.

Objective: To orient media persons on 'Reporting on Child Labour' and to create an awareness on child labour in Pakistan.

Proceedings: The training highlighted the role of media in the elimination of child labour through responsive reporting on the issue. It explained how education is pivotal in eliminating child labour, particularly in its worst forms, as well as the ethical standards that should be applied when reporting on this issue.

During the discussions, it was observed that although the media in Pakistan continues to highlight child labour by reporting different cases, more needs to be done. Media coverage of activities only on the eve of international days or covering the events held in connection with world days is not enough. Thus, consistent and concerted efforts are required. For this purpose, reporters, editors and policy makers of newspapers and different tiers of TV channels need to be continually sensitised on the significance of global issues and their role in helping to address them. It is the media that can give a wake-up call to society and unite all the stakeholders.



INTERVIEWS BROADCAST



The ILO, in collaboration with PBC, arranged a number of radio programmes which were broadcast on 12 June, 2015³. Mr. Francesco d'Ovidio, Country Director ILO, Syed Saghir Bukhari, Senior Programme Officer ILO, Ms.

Miriam de Figueroa, Deputy Representative of UNICEF, and Mr. Sohail Abbasi, Programme Specialist UNICEF, participated in separate programmes broadcast in English and Urdu. The speakers explained the issue of child labour in the context of Pakistan, and defined child work; the sectors of the economy where child labour exists; what the main causes of child labour are; some of the remedial steps that could be taken to address child labour in Pakistan; ILO's and UNICEF's contribution towards combating child labour in Pakistan; UN's collective support towards the Government in the implementation of C182 and 138 in Pakistan; specific interventions that the ILO is doing with regards to children in domestic work; significant results that the ILO has achieved on eliminating child labour in Pakistan; the challenges faced by ILO and UNICEF; and what common citizens can do to prevent child labour.

³ ILO, UNICEF laud Pakistan's commitment to addressing Child Labour
Available at: <http://www.radio.gov.pk/newsdetail/25/64>

Op-Ed

A country specific Op-Ed¹ was developed by the ILO team, led by Ms. Belinda Chanda, a Program Analyst for ILO Country Office Islamabad, Pakistan, in consultation with the Decant Work Team in Delhi. The article was published in the leading newspaper *The Express Tribune* on 12 June, 2015, and provided the definition of child labour; the most recent ILO estimates based on the national Labour Force Survey of Pakistan and synthesised under the latest publication on Understanding Children's Work (UCW) in South Asia; international commitments; legal regimes for the elimination of child labour; ILO support provided to the constituents and key stakeholders; key results; as well as the government's commitment to eliminating child labour by investing its own resources. In conclusion, it gave a message, on behalf of the United Nations System in Pakistan, in line with the theme of this year's World Day against Child Labour.

¹ <http://tribune.com.pk/story/901945/no-to-child-labour-yes-to-quality-education/>

Awareness Raising Through Theatre

IN COLLABORATION WITH EFP AND ISLAMABAD LIONS CLUB • 12 JUNE, 2015 •



The EFP, in collaboration with the Islamabad Lions Club and the ILO, organised a theatre performance to highlight the issue of child labour. The performance was hosted on 12 June, 2015 at the Pakistan National Council of the Arts (PNCA), with approximately 450 audience members including representatives of the government, employers, Lion Club members, workers, civil society, UN agencies, embassies and the donor community.

The play titled *Nanhay Hath* (Little Hands) stressed the need to say 'Yes to Quality Education – No to Child Labour'. The story revolved around a boy who earns money for the family. His father, a drug addict, discontinues the boy's schooling, much against the wishes of his mother, and has him placed at a workshop belonging to a friend, who is also an addict, where the boy was to work as a mechanic. At some point during the play, the father witnesses the death of an orphaned child in the street, who was selling boiled eggs and drugs to survive. Fearing a similar fate for his only son, the father then realised the mistake he had made and decided to put his son back in school.

Towards the end of the evening, the President of the Islamabad Lions Club, Iftikhar Ahmed, explained how his NGO adopted schools around the country and provided funds to help impoverished and under-privileged children complete their education.

"The theme is really important this year because it focuses not just on education but also on quality education. The issue of child labour is particularly difficult to address in Pakistan because the exact number of children engaged as child labourers is not known. An estimated figure puts such children to be around 5.7 million," said Ms. Belinda Chanda, ILO Programme Analyst

Advocacy

HIGH-LEVEL ADVOCACY SEMINAR IN COLLABORATION WITH THE OFFICE OF
THE FEDERAL OMBUDSPERSON, ILO AND UNICEF
16 JUNE, 2015 • ISLAMABAD •

'Yes to Quality Education – No to Child Labour'

The seminar on 'Yes to Quality Education – No to Child Labour' was organised by the office of the National Commissioner for Children in Wafaqi Mohtasib [Federal Ombudsperson] in collaboration with UNICEF and the ILO on 16 June, 2015 at Islamabad. Federal Ombudsman Salman Farooqi, Kyber-Pakhtunkhwa Governor Sardar Mehtab Abbasi, UNICEF Child Protection Specialist Ms. Sarah Coleman and Ms. Belinda Chanda, Programme Analyst at the ILO Country Office Islamabad, Pakistan, were among the key guests. Ms. Chanda read a statement by the Director General of the ILO, Mr. Guy Ryder, on the 2015 WDAEL; a copy of which is annexed to this report along with the statement made by Ms. Coleman.

unicef



The seminar included a key note address, the debuting of a song dedicated to children engaged in different forms of labour and a thought provoking panel discussion. National Committee on Child Labour member Feryal Gauhar, who moderated the panel discussion, pointed out that recent surveys indicate that close to 1.2 million children live on the street in the major cities of Pakistan. Pakistan People's Party Member National Assembly, Shehnaz Wazir Ali, said the issue should be tackled at the district level, and proposed that district health, education and child welfare boards should be established. Government Member of the Punjab Provincial Assembly, Ms. Marry Gill, informed the gathering that the Punjab Chief Minister has given parents a six-month deadline to ensure the enrolment of all children up to primary level. If any parents are found violating these directives, the government will not consider them eligible for any incentives as a penalty. Collaborated efforts to eliminate child labour were stressed at the panel discussions.

National Commissioner for Children, Ejaz Ahmed Qureshi, spoke about the collaboration of federal and provincial ombudspersons, and said that the Federal Ombudsperson is also working on the capacity building of the provincial ombudspersons, so that a network can be developed to protect children.

Addressing the event, the Governor of Khyber Pakhtunkhwa [KP], Sardar Mehtab Ahmed Khan Abbasi, emphasised the positive role of society, especially parents, in eliminating child labour. He agreed that the overall state of children in Pakistan is in dire need of attention, and thus emphasized the necessity to raise awareness and bring the issue of child labour in Pakistan onto the national agenda, and to advocate for policy, legal, institutional and administrative investments towards the elimination of child labour in the country.

Talking about the de-radicalisation programme for the youth affected by conflict in the tribal areas, the KP Governor said that a majority of terrorist organisations brainwash boys as young as 14 years old for suicide bombings. **"In order to tackle this, the provincial government is aiming to enrol 10,000 children in de-radicalisation centres,"** he said.

Wafaqi Mohtasib Salman Faruqi talked about creating opportunities by establishing technical institutes for children. While highlighting the issue of unemployment, he said that recently, for a job opening for the position of a Peon, a government department received thousands of applications and most of them were bachelor degree holders.



Over 500 representatives of key stakeholders, including policy-makers, academia, civil society, and media-persons, participated in the seminar and joined the Red Card Campaign.

Tripartite Plus Dialogue



TRIPARTITE PLUS “LAHORE DIALOGUE ON SOCIAL COMPLIANCE IN SUPPLY CHAINS - THE CASE OF SIALKOT” ORGANIZED BY THE EMPLOYERS FEDERATION OF PAKISTAN IN COLLABORATION WITH ILO
• 29 JUNE, 2015 •

OBJECTIVES

1. To promote the application of International Labour Standards (ILS) in sectoral supply chains for enhanced productivity and better competitiveness in global markets; by focusing on the elimination of child labour – particularly in its worst forms.
2. To identify challenges and opportunities where other sectors might require technical support in promoting the application of ILS in their supply chains.

TARGET

This dialogue was organized for business representatives in the textile, leather, paper, light manufacturing, agricultural and mining sectors.

STRATEGY

In order to facilitate this dialogue, good practices from the Soccer Ball Industry in Sialkot have been compiled, analysing the business case for eliminating child labour from the soccer ball supply chain, which led to business growth. This was based on a historical timeline which shows a series of correlated interventions, and financial and statistical indicators.

PROCEEDING

The inaugural session was chaired by Mr. Mubashir Hussain – Additional Secretary, Department of Labour and Human Resources, and the Government of Punjab. Mr. Khawaja Nauman – President of the, Employers’ Federation of Pakistan (EFP), Mr. Chaudhry Nasim – President of the Pakistan Workers Federation (PWF) Punjab Zone and Ms. Belinda Chanda, Programme Analyst/ Officer in Charge, ILO Country office Islamabad, Pakistan – were among the key speakers.

In his remarks, Mr. Mubashir Hussain said that it was the duty of every citizen to send children to school and to eliminate

all forms of child labour. He shared that the Chief Minister of Punjab’s intention, as of 1 May, 2015, was to initiate actions to eliminate child labour from all brick kilns in Punjab over a period of six months. He said that the Punjab Government had also launched an Integrated Project on the elimination of child and bonded labour and the promotion of Decent Work. The Government of Punjab was also committed to providing its full support to businesses in their compliance with International Labour Standards (ILS).

Speaking at the event, Mr. Khawaja Nauman, President of the EFP, urged business leaders from various sectors to emulate the success of the Soccer Ball Industry in eliminating child labour from its supply chain by respecting ILS. He said that

this would convey a robust message to the European Union and other international markets that the Pakistani business community is capable of implementing International Labour Standards.

Mr. Chaudhry Nasim, President of the PWF, emphasised the need to strengthen

tripartite dialogue so as to help seize the opportunity offered by Pakistan’s GSP+ status. He said that observance of ILS would ensure a quantum leap in



Over 50 representatives from Government, workers, employers and various economic sectors endorsed the Sialkot Soccer Ball Industry Model as a way forward for other industries to do business in a GSP+ environment. Participants at the meeting also endorsed the application of ILS in sectoral supply chains for enhanced productivity and better competitiveness in global markets.

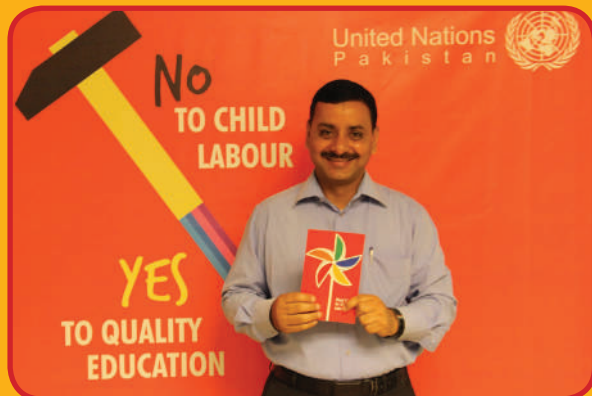
Pakistani exports.

Ms. Belinda Chanda, ILO representative, also highlighted that the **“adherence to ILS and the progressive elimination of child labour made good business sense.”**

An impactful presentation was then made on “Lahore Dialogue on Social Compliance in Supply Chains – the Case of Sialkot” (Appendix 3), which explained how ILO’s interventions had helped the Soccer Ball industry sustain its existence through the elimination of child labour from its supply chain.

RED CARD Campaign

ENGAGED OVER 700 PEOPLE FROM ALL WALKS OF LIFE



Appendix 1

Fighting Child Labour with Quality Education¹

The unacceptable reality is that today millions of children around the world, some as young as five, are still working for their survival and that of their families. Yet progress has been made and should spur us all to re-commit to action to end child labour. On this World Day we highlight the link between education and child labour.

Making this link is key to developing effective strategies that can break the cycle of poverty which is a key factor, if not the sole factor, in producing child labour.

As things stand, the aspirations of many parents for their children and of children themselves for a decent education will remain unfulfilled dreams. Many girls and boys have no chance to attend school. Some try to combine school and work, but all too often must drop out of school well before reaching the legal age of employment and become child labourers. The situation today is further aggravated by the impact of conflicts and crises. In conflict zones, students and sometimes their teachers have been the victims of violent attacks and kidnapping. Reports of schools being destroyed are not uncommon. The infrastructure of stability and prosperity is being undermined. In a range of circumstances, families are fleeing physical and economic insecurity, crossing borders and hoping for a better life. Children make up a large share of these migration flows, at times travelling without their parents. Such journeys are frequently paths to child labour and exploitation.

Without adequate education, former child labourers are more likely than others to end up in poorly paid and insecure work as adults or to be unemployed. And there is a high probability that they will live in poverty and that their children will share the same fate.

A collective challenge and responsibility is to enable all children, girls and boys, to have access to education, quality education. Second-class education perpetuates second-class citizens. We all know that a solid education and good teachers can make a world of difference to the lives and futures of children and young people.

In 2014, the Nobel Peace Prize, awarded jointly to Kailash Satyarthi and Malala Yousafzai, powerfully symbolized the close connection between the right to freedom from child labour and the right of all girls and boys to education. Their courage, their persistence and their vision should inspire us all to step up our action.

Ultimately, a future without child labour calls for inclusive development policies integrating decent work for adults, social protection floors and sound education systems. With political will and determination at all levels of development, priorities can be set, policy choices can be made and integrated action can be taken. A key challenge for the post-2015 development agenda and for action at global, regional and national levels is to secure sustainable and significant change.

The International Labour Organization and its government, employer and worker constituents have been in the forefront of the fight against child labour for nearly a century. We remain committed to working nationally, internationally and with the multilateral system to ensure children's right to education and freedom from child labour as well as its corollary, the dignity of decent work for adults.

Appendix 2

Good evening ladies and gentlemen.²

Real honour for me to represent UNICEF Pakistan tonight.

Challenge to address you all on such an important global issue – and in such a short time too.

Don't wish to overload you all with technical facts and figures – they can be saved for the discussion later on this evening.

Last night I was thinking about what might be said on this occasion – thinking about my own limited experience of what it actually means to be classified as a child labourer, be it a child working in the fields, or in a brick kiln or as a domestic servant in a private home. Recall a former colleague that I had in Afghanistan and the story he shared of his own personal experience of child labour. Due to personal circumstances, forced to work in a carpet factory as a 12 year old boy. The experiences he shared made my hair stand on end. Made to work 18 – to 20 hour days 6 days per week. The only rest day was on a Friday. The children slept and lived where they worked and even on a rest day the owners of the factory played music at the highest volume possible to deny the children an opportunity to sleep properly. Not only were the working conditions unbearable, but the additional abuse the children suffered was unimaginable. But he was a lucky one – family circumstances changed for the better – he was able to return to school and complete his education and his life changed for the better.

Within the context of Pakistan even, like all of us, I drive home every evening and am approached at traffic lights by numerous children who all have something to sell. Some have shoes, some don't, some are clean, some appear dishevelled – boys and girls, some very young, some older. It is a heart-breaking experience and it happens every day, every night. For the most part, I refuse to buy anything, toying with theoretical moral arguments before I drive away, upset for a few moments and then I conveniently forget – until the next occasion.

Sometimes however, as my mood takes me, I push all arguments aside and buy something – maybe a garland of jasmine flowers that hang on my rear view mirror and rot away until I 'weaken' and buy another.

And that's the real issue for me – how arbitrary it all is for these kids. And that's what needs to be addressed and NOW. The future of our children should not be dependent on the kindness of strangers, on the fickleness of fate...

All the children of Pakistan are guaranteed special protection – it's there in your Constitution – and that is where UNICEF seeks to make a contribution – that the future of child's right to survive, to thrive to be protected, to be educated should not be dependent on luck, on the accident of birth. That the promises made to each child of this great nation are fulfilled.

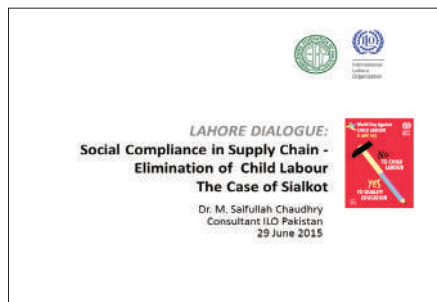
UNICEF is committed to continue to support you all in your efforts to eliminate child labour in Pakistan. Much has been done, much remains to be done – let us all take encouragement from our solidarity here this evening. It can sometimes feel overwhelming – but for the sake of all our children – PLEASE KEEP GOING!

¹Statement by Mr. Guy Ryder, Director-General International Labour Organization on the occasion of World Day against Child Labour. Available at: http://www.ilo.org/global/about-the-ilo/who-we-are/ilo-director-general/statements-and-speeches/WCMS_374810/lang-en/index.htm

²Statement by UNICEF Child Protection Specialist Sarah Coleman

Appendix 3

PRESENTATION: "LAHORE DIALOGUE ON SOCIAL COMPLIANCE IN SUPPLY CHAINS – THE CASE OF SIALKOT" (From Left to Right)



This Presentation...

- Commitments:** Pakistan & ILO's Core Conventions
- Concept:** Child Labour Definitions
- Brief history:** ILO's Child Labour Programs in Pakistan (1994-2014)
- Innovation:** Several examples
- The Sialkot Model:** Compliance in Supply Chain
- Way Forward:** Opportunities to eliminate child labour in Supply Chain

Pakistan & ILO's Core Conventions

- Pakistan ratified ILO's Core Conventions:
 - C 138 Minimum Age & C 182 WFCL
 - C 29 & C 105 Forced Labour
 - C 100 & C 111 Discrimination
 - C 87 & 98 Freedom of Association

Minimum Age Convention - ILO C 138

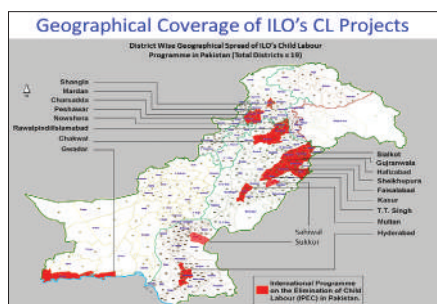
General Minimum Age	Light Work	Hazardous Work
Not less than the age of completion of compulsory schooling and in any case not less than 15 years	In general 13 years	18 years (16 years under certain strict conditions)
Where the economy and educational facilities are insufficiently developed	12 years	18 years (16 years under certain strict conditions)

Categories of Child Labour

- Child Labour:** "Work that deprives children of their childhood, their potential and dignity, harmful to their physical and mental development" (Source: Child Labour: ILO 2006)
- HFCL:** work which, by its nature or the circumstances in which it is carried out, is likely harm the health, safety or morals of children (C 182)
- Worst Forms of Child Labour (C 182):**
 - Slavery, trafficking, debt bondage
 - prostitution, and pornography
 - Illicit activities, trafficking of drugs
 - Armed conflict

Brief History (1994-2014)

- June 1994:** Pakistan signed MoU with ILO to launch ILO's IPEC programme.
- Partnership:** Govt. + Employers Org. + Workers Org. & NGOs
- Approach:** a phased and multi-sectoral effort of *prevention, protection and withdrawal* of child labour from its most hazardous and worst forms
- Priority Areas:**
 - awareness raising, advocacy and lobbying;
 - development of laws & policies, policies and regulations;
 - strengthening of institutions and capacity building;
 - Integrated actions targeting communities, families and children
- Action:** 8 Projects (above US \$ 1 mil), 50 Action programmes (under US \$ 100K), and several mini programmes (US \$ 5k).
- Direct beneficiaries:** More than 100,000 Child Labourers



Innovations in Pakistan

- Public Private Partnership** to address CL: (Local Donors: SCCI + PCMEA + SIMAP)
- Monitoring:** Child Labour Monitoring Systems
- Social Protection:** NFE programme (primary in 30 months) to rehabilitate CL & back to schools
- Technological:** Agronomic Looms in Carpet Sector
- District Model:** Engaging govt. field offices & NGO
- National Child Labour Survey**
- Media Engagement:** PTV + PBC + Awards of Journalists on Child Labour Reporting

Example of Technological Innovation

Old Model of Loom

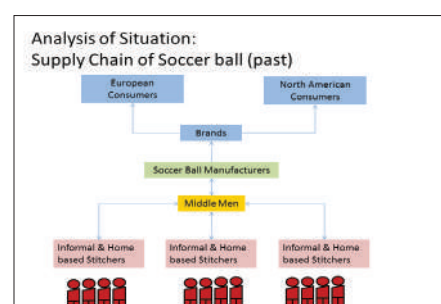
Ergonomic Loom**

** Pictures from ILO Pakistan records.
** Ergonomic Loom was 2001 UN Tech Mission Pilot. http://www.ilo.org/global/about-the-ilo/news-centre/press-releases/WCMS_490177/lang-en/index.htm

Compliance in Supply Chain - Sialkot Model:

The Challenge

- Child Labour in Soccer Ball stitching in Sialkot.
- 1996: International Buyers suspended their contracts & orders in Pakistan
- This dipped export earnings and subsequently the country's Gross Domestic Product.

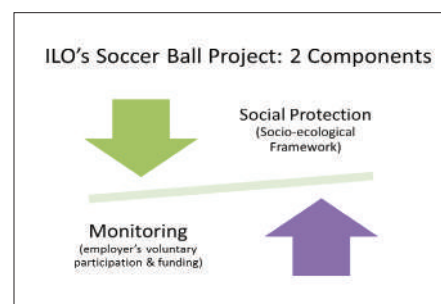


Solution Options

- "Do Nothing" & "Denial" was not an option.
- Sialkot Soccer Ball Manufacturers decided to **take action** and address the Child Labour issue in supply chain & sought International Support.
- 14 Feb 1997: The **Atlanta Agreement** to eliminate child labour from soccer ball industry in Sialkot - signed by SCCI, ILO, & Unicef.
- On Employers' request - ILO started a **project to help eliminate child labour**

Project: Soccer Ball Project Sialkot

- Project:** ILO-IPEC Soccer Ball Project – Launch in Oct 1997.
- Duration:** 1997-2004.
- Donors:** USDOL & Sialkot Chamber of Commerce and Industry [SCCI]



Interventions

Social Protection

- Social Mobilization
- Non-Formal Education
- Micro Credit
- Vocational Training
- Health

Monitoring

- Internal (Employers)
- External (ILO)

Social Protection – Outreach (US DOL Funded, 1997-2004)

Services	Numbers
Village Committee (Education)	177
Family Committees (Mothers)	243
NFE Centers Established	255
Children Enrolled at 255 NFE	10,572 (65% girls)
Health services to children	6936
Vocational Training, Apprenticeship	1583
Families received Micro Credit	2207
Amount disbursed as micro-credit	(Rs.) 21.68 million

Monitoring – (SCCI Funded, 1997-2004)

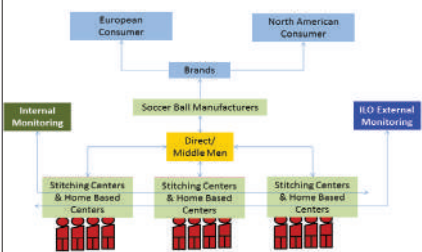
- Sialkot Soccer ball Employers paid the cost of setting up monitoring system
- **Voluntary Monitoring Programme**
- Participating Employers were required to set up internal monitoring system (track stitching places)
- ILO established External Workplace Monitoring System with team of male + female monitors (43,398 visits) – 6 weeks lap time
- 2004 – there were 92 participating manufacturers and operating 1,532 stitching centers

Categories of Stitching Centers

- Stitching Centers (Male)
- Large Female Stitching Centers
- Small Female Stitching Centers (home based, 3 women)
- Combine Stitching Centers (women and men working in separate rooms)



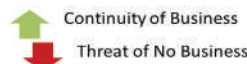
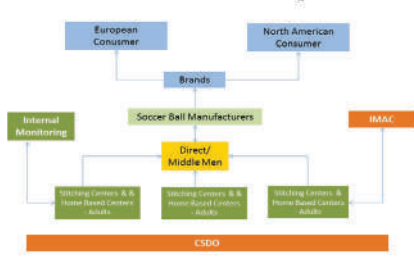
Transformation in Supply Chain of Soccer ball



Emergence of New Institutions

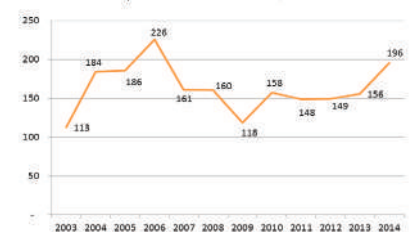
- In 2004 - ILO Soccer Ball Project Established two institutions:
 - Independent Monitoring Association for Child Labour (IMAC)
 - Child & Social Development Organization (CSDO)
- Ten years on - both IMAC & CSDO are present and functioning

Shift in Labour Market Arrangement

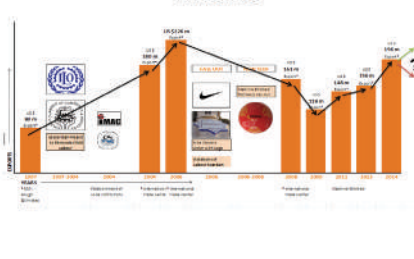


- Threat of “No Business” vs “Continuity of Business”
- Investment to clean Soccer Ball Supply Chain from Child Labour resulted in continuing of business

Soccer Ball Exports from Pakistan, 2003-14 (US \$ mill)



Timeline



Continuity of Business

- Customer Attraction – to no child labour
- Less wastage & reduced percentage of rejection
- **Earlier:** No monitoring of Supply Chain & Child Labour – Manufactures produce 10% extra balls than “Order”
- **Now:** With Supply Chain Monitoring & No Child Labour - Manufactures produce 5% extra balls than “Order”

Supplying the World Cup

- 1982 World Cup: Sialkot produced “Tango Ball” - stitching only.
- 1997-2004: Child Labour Crisis + Corrective Measures
- 2014 World Cup: Sialkot fully produced “Brazuca” – fully manufactured locally.
- 42 million balls were exported ahead of 2014 World Cup from Sialkot, Pakistan.
- Evidence of global trust in ILO established systems – beyond ILO



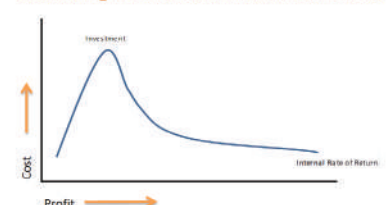
New Technological Challenges

- **First Change:** Hand Stitched Soccer Ball being replaced with new technology of machine stitched – there was resistance to adopt new technology
- **Second Change:** Thermal Bonding Technology is in more demand than stitching – gradual adoption.
- Businesses need to continue to improvise

Full Compliance – Manufacturers of Brazuca

- Zero Tolerance to Child labour (C 138 & C 182)
- Women have equal right to employment and remuneration (C 100 & C 111)
- Workers have Right of Association & Collective Bargaining (C 87 & C 98)
- No forced labour (C 29 & C 105)
- Workplace safety strictly observed, including fire extinguishing equipment & drills

Observing International Labour Standards



New way of Business – GSP+

- highly competitive products (quality & price) may not find customer if production & supply chain violates international labour Standards
- Businesses must absorb ILS compliance cost as it will ensure business continuity & profits
- “Do Nothing” & “Denial” on ILS Violations is NOT AN OPTION

Way Forward: GSP+ & Opportunities for action ...

How can we join efforts?

- AT SECTORAL LEVEL**
 - Establish ILS compliance body for the sector
 - Code of Conduct for “Responsible Workplace Practices”
 - Ensure Workplace Cooperation (Bipartite process)
 - Establish effective monitoring systems
 - Ensure “decent work” throughout the supply-chain, i.e., from Cotton-farms to Factory-floors
 - Contribute towards costs for ILS compliance
- AT GOVERNMENT LEVEL**
 - TA to Create an enabling environment (Policy, Law, Regulations...)
 - Facilitate industries / associations’ interests
 - TA to Strengthen Labour Inspection Systems
- ILO & DEVELOPMENT PARTNERS**
 - Technical support [advisory services, training and research]
 - Convenor for Employers, Workers and Government
 - Design and establishment of credible and independent monitoring systems

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