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**In-country Research and Data Collection on Forced Labor and  
Child Labor in the Production of Goods**

**Pakistan**

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**Submitted to:**

U.S. Department of Labor  
Bureau of International Labor Affairs  
Office of Child Labor, Forced Labor, and Human Trafficking  
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# Summary Report on Goods

*Pakistan*

*Researcher: [REDACTED]  
Glass Bangles Manufacturing*

The researcher conducted primary and secondary research on the Glass Bangle Manufacturing sector of Pakistan between April 14 and 18, 2008. The tools used for the primary research were: 15 interviews with stakeholders including government, employer associations, worker organizations, intellectuals, academia, media, community members, such as, parents, ex-child laborers, and NGOs; 15 interviews of the victims of child labor; and 2 site visits to the work places including large factories, small factories/workshops and houses. Secondary research was based on collection of published documents (not older than January 2002) from different sources.

Based on the above primary and secondary research, the researcher has all the reasons to state that enormous child labor exists in the Glass Bangle Manufacturing sector of Pakistan for the following reasons:

1. Most of the child labor involved in the sector is deprived of education.
2. ILO-IPEC Time Bound Project in [REDACTED] alone has provided Non-formal Education and Literacy to over 6000 children who were deprived of these facilities.
3. It goes without saying that ILO-IPEC has not been able to address the educational needs of all the children involved in child labor. And that there are a huge number of children who are still completely illiterate.
4. Average time spent by a child labor for doing his/her part of daily labor exceeds eight hours a day.
5. Children are involved in processes, such as **Leveling, Joining, Coloring, Coating, Decorating and Baking** that require fire and chemicals. These processes have been declared hazardous by the Government of Pakistan.
6. The nature of work is so hazardous that most of the child laborers are suffering from diseases such as, severe backaches and knee joint pain, various lung problems, weak eye sight, extreme depression, hopelessness, shattered confidence, isolation, inferiority complex, and utter sense of deprivation.
7. The entire area where these child laborers toil day and night is full of stench, filth and garbage.
8. The drainage and sanitation system has totally collapsed and the drains are full of stagnant water which includes human and toxic waste.
9. The conditions are totally unhygienic and unhealthy.
10. Finally, I would like to state that even though the majority of child laborers work in their houses, they are coerced by their parents to do this work.



Government of Punjab, the state of the people of Sialkot can be improved tremendously in a limited time. The Governments need to bring about changes in its labor laws revenue collection system to allow the labor class and poor to have better share in the profits that the private sector make and the revenue that the governments collect. It is mind boggling to note that a district like this has such a huge poor class and such a large number of child labor.

## Leather Goods (Tannery Sector)

The researcher conducted research on the tannery sector of Pakistan during April 1-6, 2008. The researcher conducted interviews with stakeholders including government officials, employer associations, worker organizations, intellectuals, academia, media, community members, such as, parents, ex-child laborers, NGOs, etc; and interviews of the victims of child labor; and site visits to the work places including medium and small size tanneries. The researcher also collected published documents (not older than January 2002) from different sources.

Based on the data collected, the researcher has all the reasons to state that child labor (few hundreds) exists in the tannery sector of Pakistan for the following reasons:

1. Most of the child labor involved in the sector is deprived of education.
2. ILO-IPEC Time Bound Project in [REDACTED] alone has provided non-formal education and literacy to those who were deprived of these facilities.
3. It goes without saying that ILO-IPEC has not been able to address the educational needs of all the children involved in child labor. And that there are an equal number of children who are still completely illiterate.
4. Average time spent by a child labor for doing his/her part of daily labor exceeds 8 hours a day.
5. Children are involved in processes, such as Loading/Unloading, Drumming, Dyeing, Cutting, Liming/De-Liming and Chemical Spray most of which require working with deadly and poisonous chemicals. These processes have been declared hazardous by the Government of Pakistan.
6. The nature of work is so hazardous that most of the child laborers are suffering from diseases such as, serious lung and respiratory diseases, severe chemical burns, extremely poor personal hygiene and health, inferiority complex, general weakness and sense of deprivation.
7. The entire area where these tanneries are situated is extremely unhygienic and unhealthy.
8. There is intolerable stench in the entire area. The streets are full of mud that contains toxic waste and filth.

In tanneries raw hides are processed and converted into finished hide. These finished hides are sold to other businessmen who make various goods from them. Many tannery owners also make finished goods from the finished hides but, that work is not done at the tanneries. In Pakistan, most finished leather goods are made in [REDACTED], however, finished goods are also made in other cities of Pakistan including [REDACTED].

## Rag Picking Sector

The researcher conducted research on the Rag Picking sector of Pakistan between April 11 and 23, 2008. The data collection include interviews with stakeholders including government officials, employer associations, worker organizations, intellectuals, academia, media, community members, such as, parents, ex-child laborers, NGOs, etc; interviews of the victims of child labor; and site visits to the vendor shops. The researcher also collected published documents (not older than January 2002) from different sources.

Based on the data collected, the researcher has all the reasons to state that a very large number of child labor exists in the Rag Picking sector of Pakistan for the following reasons:

1. Most of the child labor involved in the sector is deprived of education.
2. ██████████ in only two localities of ██████████ has provided non-formal education and literacy to 1800 children who were deprived of these facilities.
3. The Type 1 Interviews clearly show that all the interviewees (members of the civil society belonging to different segments) believe that there is rampant and large scale child labor involved in the Rag Picking sector. And that there are a huge number of children who are still completely illiterate.
4. Average time spent by a child labor for doing his/her part of daily labor exceeds 8 in winters and is more than 6 hours in summer.
5. Rag Picking by children has been included in the list of hazardous forms of child labor by the Government of Pakistan.
6. The exact number of Child Rag Pickers is not known due to the absence of a survey or a research in this sector. However, it is strongly believed that this sector engages the largest number of child labor after the agriculture sector.
7. The nature of work is so hazardous that the children are exposed to deadly diseases, such as, HIV/AIDS, Hepatitis B&C due to collection of hospital wastes which also include used syringes and only a prick is required to transfer the disease to an innocent child. The children are vulnerable to animal and insect bite, physical and sexual abuse, vehicular and other accidents, such as, drowning in gutters, fall in deep ditches, and diseases such as Tuberculosis, Malaria, Diarrhea, all stomach related diseases, etc. etc.

These children consider themselves as untouchables, said many children during the interview.

**Type 1 Interview Note**

**Pakistan**

**GENERAL SECTORS**

**Interview # 1**

**Name:** Ms. [REDACTED]  
**Position:** Child and Adolescent Protection Specialist  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 09:00 am, March 17, 2008

***Incidence and Nature of Child Labor in Comoros***

**1. In what occupations/activities do forced labor victims and/or children work?**

Workshops, roadside hotels, street selling, child domestic labor, bangle making, cotton picking, shoe making, cosmetic industry and all kinds of business alongwith parents.

**2. What goods do they produce?**

Shoes, bangles, yarn/cloth, shampoo.

**3. Are goods for domestic consumption or export?**

Mostly domestic except cotton part of which may be exported.

**4. Who employs them?**

Shoe making, glass bangles and cotton picking are mostly family concerns or children accompany their parents as interns. Child's remuneration is collected by the parents. However, in shoe making and bangle making older children (13+) are also directly employed. In other sectors the employment pattern is more or less the same.

**5. How do they come to be involved in these occupations/activities ?**

In Pakistan the incidence of child labor is recorded in the informal sector only. Child labor is found working with the sub-contractors and sub-sub-contractors in informal settings, such as, small workshops, cottage industry, houses, etc. Factory owners, particularly in cases of show making and bangle making sectors (and also all other similar types of businesses) sell or pass on the semi-finished goods to their contractors who in-turn higher families and elderly children (13+) for various processes to before the good is ready for sale.

**6. If applicable, what type of forced labor is used ? (e.g., debt bondage, indentured servitude, caste-based slavery, etc.)**

In Pakistan there is only one type of forced labour, i.e., debt bondage. However, there is no forced labor in

the goods under discussion. At times, the families do take advance 'peshgi' but they are not bound by the employer to stay in the same business. In most cases the amount of 'peshgi' is equal to the amount that the family would get upon completing the given task. There is no coercion and the families are free to exercise their right to move freely and to change employer.

**7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all ?**

Not aware of any trafficking incident in the given sectors.

**8. Are they paid for their work ? if so, how ? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance) ? Mode and frequency of payments are both equally important**

In case of cotton picking payment is either based on weight or end of the season. In case of bangle making and shoe making payment is done on the basis of 'piece rate', e.g., X amount of money for making Y hundred bangles, etc. Payment is made in cash. The rate of remuneration is decided before the start of the work, however, payment of advance is not essential. It is the prerogative of the employer to pay or not pay the advance. Poverty and hence supply of labor is so rampant in these areas that the employer does not need to bound the labor by paying advance.

**9. What tasks do they perform?**

Cotton Picking : Pick cotton flower  
Shoe Making : Tanning treatment and stitching  
Bangle Making : Don't know

**10. What physical and psychological risks do they or family members face ? (Are other elements of 'menace of penalty' present ?**

Physical: Don't know  
Psychological: Lower self-esteem, low confidence.

**11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present). If not, how government can facilitate that ? (DOL's primary purpose for asking this question is, 'are they at liberty to leave the work situation ?' This is the critical defining element of forced labor, so it is important to know).**

Coercion is only in cases of debt bondage otherwise, the supply is too great. Due to the informal nature of these sectors government does not have much control. Government should provide social protection schemes to the vulnerable families.

**12. What are the environments in which they work ?**

Don't know

**13. In what regions of the country do they work ? Do they work in cities or in rural areas ?**

Bangle Making: [redacted] city (Urban)  
Cotton Picking: [redacted] (Rural)  
Shoe Making: Mostly in [redacted] and [redacted] and also in [redacted] (Urban).

**14. (For each good), what is the typical age/gender of individuals producing the good ?**

Don't know

**15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups etc.)**

1. People living below the Poverty Line.
2. Urban more rampant
3. More male

**16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good ?**

No data available on numbers and percentages.

## Type 1 Interview Note

### Pakistan

#### Interview # 2

**Name:** Ms. [REDACTED]  
**Position:** Programme Officer  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 10:30 am, March 18, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Child labor and bonded labor is found in Brick-kiln and Agriculture sectors. Within the agriculture sector, among others, in cotton picking during sowing and harvesting. Child labor is also found in Glass Bangle and Shoe making. All the trades are hazardous in nature.

2. What good(s) do they produce?

In the agriculture sector there is a large variety of goods, such as, fruits, vegetables, clothe, edible oil etc. The other sectors are self-explanatory [bricks, cotton, glass bangles, shoes].

3. Are goods for domestic consumption or export?

- a. Cotton picking is for both export and domestic consumption.
- b. Shoes and Glass Bangles are for domestic consumption.

4. Who employs them? Please explain the employer.

Cotton Picking: The entire family (including children) is hired by a big landlord. There is indirect involvement of child labor in this case.

Shoe and Bangle making has two scenarios. One in which the children work in a family/home-based business. The other is directly involvement of child labor by the factory owners and workshop owners.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Process of employment is not known.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

In Pakistan, wherever there is Bonded labor it is due to debt bondage. No further knowledge.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

No specific knowledge about it.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

- a. Child labor in a family-based business is not paid.
- b. Direct child labor outside the house is paid at the subsistence level.

9. What tasks do they perform?

No knowledge about the specific tasks.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Risk of being injured as they are very young and not properly trained to carry out any task. Do not have the necessary protection against work related hazards and any accident. They are at risk of remaining physically underdeveloped.

Psychological: Sense of degradation due to verbal and physical abuse and the poor working conditions.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

They are not free to leave the trade. [Following are what the interviewee recommended]:

- Strong policy to be implemented with force.
- ██████████, trade unions and local communities can form part of the implementation mechanism to ensure that the policy is implemented at the grassroots.
- Establish set of rules/regulations for different industries and sensitize the donors to the issue of child labor and bonded labor so they are aware of the difficulties faced by the child labor and bonded labor. For example, ██████████

█ should be part of the employment package.

12. What are the environments in which they work?

Cotton Picking: Hot sun, inadequate food and water, not the right type of tools to work with, and not proper protective gears for hands and feet.

Shoe and Bangle Making: Lack of protection to prevent injuries, hot and congested spaces, not good ventilation; and inhale chemical and other fumes that are hazardous.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Cotton Picking: Rural areas of northern Sindh and southern Punjab

Shoe Making: Urban (Not aware of the places)

Bangle Making: Urban Hyderabad

14. (For each good), what is the typical age/gender of individuals producing the good?

Cotton Picking: Both boys and girls under 10.

Shoe Making: Boys start at the age of 10 year

Bangle Making: No information.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Cotton Picking: Rural local boys and girls.

Shoe Making: Urban Boys

Bangle Making: No information

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

No information

## Type 1 Interview Note

### Pakistan

#### Interview # 3

**Name:** Ms. [REDACTED]  
**Position:** Communication & Media Specialist  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 02:30 pm, March 20, 2008

1. In what occupations/activities do forced labor or child labor victims work?

[REDACTED] is focused on Child Protection rather than Child Labor. We ensure child protection to vulnerable and poor children through the provision of health and education services. However, we cannot say that child labor has not benefitted from [REDACTED] various projects that we have implemented over the last many years. We do not keep record of child labor beneficiaries.

[REDACTED] is in advance stage of signing an agreement with a corporate entity called [REDACTED] for a long term project targeted for cotton growing areas of Pakistan.

Researcher's Note:

At this point the researcher inquired from the interviewee for any relevant research (primary or secondary) that [REDACTED] or its prospective partner [REDACTED] has conducted of the area to know the baselines which have become the basis for initiating this new project. The interviewee's response was in negative, she was not aware of any research in that regard. However, the researcher has learnt that [REDACTED] was supposed to carry out a research for [REDACTED].

The interviewee expressed her complete ignorance about the child labor issues in the country particularly in the following sectors (a) cotton picking, (b) bangle making, (c) shoe making, and (d) power looms

2. What good(s) do they produce?

N/A – no knowledge

3. Are goods for domestic consumption or export?

N/A – no knowledge

4. Who employs them? Please explain the employer.

N/A – no knowledge

5. How do they come to be involved in these occupations/activities? Please explain the process.

N/A – no knowledge

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A – no knowledge

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A – no knowledge

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

N/A – no knowledge

9. What tasks do they perform?

N/A – no knowledge

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

N/A – no knowledge

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

N/A – no knowledge

12. What are the environments in which they work?

N/A – no knowledge

13. In what regions of the country do they work? Do they work in cities or in rural areas?

N/A – no knowledge

17. (For each good), what is the typical age/gender of individuals producing the good?

N/A – no knowledge

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

N/A – no knowledge

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

N/A – no knowledge

# Surgical Instrument Manufacturing Sector

## Type 1 Interviews

### Pakistan

#### Interview # 4

**Name:** Mr. [REDACTED]  
**Position:** Assistant Professor  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 11:00 am, April 04, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Usually children are engaged in carrying out activities which are not highly specialized. Children are involved in tasks such as, grinding, filing, shinning, fitting and as helpers to adult workers.

2. What good(s) do they produce?

Large range of surgical instruments both finished and semi-finished

3. Are goods for domestic consumption or export?

Largely for export.

4. Who employs them? Please explain the employer.

Employers are usually unrelated individuals who run workshops and/or vendor shops.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Often children are recruited through their parents who approach the vendors or children may work as part of a family group.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Forced labor does not occur in this sector. Advances may be given in but do not necessarily lead to bonded labor.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

No evidence of trafficking for production of goods. More in production of services such as prostitution or trade in camel jockeys. Local populations already provide enough cheap labor for trafficking not to be required.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Modes of payment vary from piece work to weekly payments.

Mode of payment depends on the working arrangement between the vendor and the child laborer. In case of an older child it will be usually piece rate otherwise weekly payments. In either case the payment remains at the subsistence level. It is difficult to quote any amount. However, older children get slightly more. The amount can vary from Rs. 2000 (about 30 USD) to Rs.4000 (about 60 USD). Peshgi is paid in some cases on demand from the child laborer.

9. What tasks do they perform?

Children are involved in tasks such as, grinding, filing, shinning, fitting and as helpers to adult workers.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Long hours of work sitting in one posture is very harmful for the joints as well as the growth of the child; iron dust is a common phenomenon in this trade which severely damages lungs; and accidental danger is always present.

Menace of penalty is certainly present in areas where bonded labor prevails. Psychologically speaking the constant strain of being indebted has already been shown to be a factor in the burgeoning kidney trade.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Generally speaking, their movement is free.

12. What are the environments in which they work?

They work largely in small scale manufacturing environments which are not well-organized hence become breeding places for all types of diseases.

13. In what regions of the country do they work? Do they work in cities or in rural

areas?

██████, spread all over the urban areas and the outskirts.

14. (For each good), what is the typical age/gender of individuals producing the good?

No reliable estimates of the age of workers. Only male though.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor and vulnerable groups of the society. Most poor are also less educated and/or illiterate hence they have no or very little options available to them. That's what is meant by vulnerability.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

No reliable estimates

**Interview # 5**

**Name:** Mr. [REDACTED]

**Position:** [REDACTED] (Politician at District Level)

**Organization:** Elected representative [REDACTED]

**Location:** Business Office, [REDACTED]

**Date:** 12:40 pm., April 8, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Polishing, grinding, filing and fitting at workshops and in houses. No forced labor.

2. What good(s) do they produce?

Scissors of different kinds, nail cutters, in fact all unfinished surgical instruments.

3. Are goods for domestic consumption or export?

Majority for export.

4. Who employs them? Please explain the employer.

Child labor is contractor's employee

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents leave their young children with the contractor for training of few months after which they start earning for the family.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not Applicable

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

- a. Every Thursday
- b. Monthly
- c. Piece work

9. What tasks do they perform?

Polishing, grinding, filing and fitting at workshops and in houses.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Finger cuts, stress, undergrowth, good looking, agile, weak, inhales iron dust, suffers from tuberculosis, ENT diseases, Asthma, joint and muscular problems.

Psychological: Rough, rude, abusive, indecent, watch movies in local hotels and stressed.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Child laborers are free to leave the job whenever they wish.

12. What are the environments in which they work?

Sit on rough mats or wooden/iron stools with motor and other electrical equipment in-front, verandah or rooms, tube light, grinding light/sparks, iron dust all around and polluted environment.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Rural areas of

14. (For each good), what is the typical age/gender of individuals producing the good?

Male of 10 plus age.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All local poor.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Few thousands in this sector in Pakistan

**Interview # 6**

**Name:** Mr. [REDACTED] (Ex-Child Laborer cum and now Vendor), [REDACTED]  
[REDACTED]

**Organization:**

**Location:** [REDACTED] in a village, [REDACTED]

**Date:** 04:05 pm., April 8, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Filing, grinding and fitting

2. What good(s) do they produce?

Pliers of all types

3. Are goods for domestic consumption or export?

Export.

4. Who employs them? Please explain the employer.

Workshop owner. Vendors take work from the exports/factory owners and then complete certain processes in their own workshops.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents of poor families leave their children with the vendors for training who later on become child laborers.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

He himself was not a forced child laborer but, believes that some percentage of child labor does form forced child labor due to poverty and illiteracy.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Child labor gets monthly salary. No peshgi. Not aware of the amount paid to the

child.

9. What tasks do they perform?

Filing, grinding and fitting

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: undergrowth, cuts and burns on fingers, hammer injuries on fingers, death due to breaking of stone wheel used for grinding, weak and fatigued.

Psychological: Limited mental growth, distress, addiction to smoking and pan chewing, abusive, misbehaved and watch movies in local hotels.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

They are free to leave, however, it varies from vendor to vendor and also depends how much peshgi a child or his family has taken. There is no coercion from the employer.

12. What are the environments in which they work?

Not good and need lots of improvement. That’s what he said; this shows his level of understanding and awareness of the issue.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Mostly different parts of Sialkot District.

14. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 13 years and above

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor male children

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Few thousands in this sector in [REDACTED].

**Interview # 7**

**Name:** [REDACTED]

**Position:** Member

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 06:10 pm., April 8, 2008

1. In what occupations/activities do forced labor or child labor victims work?

All processes in the surgical instrument production, such as, Grinding, filing, polishing, riveting, fitting, hammering, etc.

2. What good(s) do they produce?

Iris Scissor, Dressing Scissor, Mew Scissor, Tonsil Scissor, Forceps of different kinds, Tweezer Scissor, wire cutter scissors, ambilical cord cutting scissors, needle holder forceps, pliers, etc.

3. Are goods for domestic consumption or export?

Export

4. Who employs them? Please explain the employer.

Factory owners, vendors and parents.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents and other relatives take the child to the employer for work.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Little evidence of forced child labor. Child labor increases during summer vacations in schools.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

- a. Usually monthly but, if the child wishes he can get fortnightly salary as well.
- b. Also piece work. This is only for elder children who are very well trained. Salary is paid according to the amount of work done and can vary between 2000 (28 USD) to even 4000 (57 USD).

9. What tasks do they perform?

All processes in the surgical instrument production, such as, Grinding, filing, polishing, riveting, fitting, hammering, etc.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Dusty due to iron grinding and filing which causes asthma and tuberculosis, dirty atmosphere, no ventilation, congested, very hot, loss of finger, cuts and burns on fingers.

Psychological: Mental growth hindered, watch movies at local hotels, mishaved and abusive.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

If peshgi is not received, they are absolutely free to leave otherwise, pay off the peshgi and they are free to leave. In cases where the child and/or his family has taken peshgi from the current employer what they do is that they get peshgi from the prospective employer and pay off the debts of the current employer.

12. What are the environments in which they work?

Mostly not healthy but, varies from workshop to workshop. There is not much anyone can do about iron dust that is toxic in nature and can cause number of diseases. Even when the protective gears are provided by the employer, the children and even adult workers do not wear them.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Mainly [redacted] of [redacted]

14. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 14 years and above

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Children belonging to Poor families.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Approximately 4000 in [REDACTED]. Yes.

**Interview # 8**

**Name:** Mr. [REDACTED]

**Position:** Executive District Officer (Community Development)

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 9:40 pm., April 9, 2008,

1. In what occupations/activities do forced labor or child labor victims work?

Child labor can be involved in any process but, mostly they serve tea, do polishing, grinding and filing.

2. What good(s) do they produce?

Scissors, knives, cutters and other semi-finished instruments.

3. Are goods for domestic consumption or export?

Mostly export

4. Who employs them? Please explain the employer.

Relative vendor and vendor. No factory owner.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents leave their children of 8-10 years of age with the vendors for apprenticeship. After few months or a year they become child laborers.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

No forced child labor

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Weekly or monthly salary Very low but no specific figures are known.

9. What tasks do they perform?

Child labor can be involved in any process but, mostly they serve tea, do polishing, grinding and filing.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Tuberculosis, Asthma, cuts/burns, skin, eye and ENT diseases, general weakness, under nourished and Anemic.

Psychological: Sexual abuse, verbal abuse, bad habits, and under growth of mind. Those who have come from far flung areas feel distressed.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Migrants cannot leave as they would not where to go. Locals can leave anytime, there is no coercion from the employer.

12. What are the environments in which they work?

Untidy, iron dust, tea in plastic shoppers, dirty water, no washroom, no proper arrangement for sanitation, and excessive heat.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Mostly rural areas of [REDACTED] but, also [REDACTED] and [REDACTED]

14. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 13 years and above

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor, those who are in search of a job, future concern of the family.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Not known but there is a declining trend

**Interview # 9**

**Name:** [REDACTED]

**Position:** Chairman Private School and a Psychologist-cum-and Intellectual

**Organization:** Please see above

**Location:** [REDACTED]

**Date:** 02:00 pm., April 9, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Grinding, filing, polishing and packing.

2. What good(s) do they produce?

Scissors of all types

3. Are goods for domestic consumption or export?

Both

4. Who employs them? Please explain the employer.

a. Factory owners approximately 10%

b. Vendors/contractors 90%

5. How do they come to be involved in these occupations/activities? Please explain the process.

Mostly parents contact vendors/contractors for their children's job, however, at times vendors also approach parents of younger children and elder trained children directly.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.) N/A

Forced child labor accounts for 50% of the total child labor. The reason for forced child labor are two: poverty and child's lack of interest in education. Applies to both. however, 50% forced child labor is referred to the surgical sector.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

No

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

- a. Weekly/Monthly to younger children up to 15 years of age.
- b. Piece work rate for the older children

At times the salary of the younger children is paid to the parents/father.

9. What tasks do they perform?

Grinding, filing, polishing and packing.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Skin diseases, sever injury (at times even death) with stone wheel used for grinding, finger cuts and burns, excessive noise, sexual abuse, and beating by the employer.

Psychological: Aggression, depression, tension, anti-social behaviour, fear, insecure and revengeful.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Yes they are free to leave the work. If they have received peshgi they can still leave but, will have to return the borrowed money.

12. What are the environments in which they work?

Black iron dust, dusty, noisy, less ventilation, severe temperatures in summer and in winter, and chemical fumes.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

[REDACTED]. Mostly rural.

14. (For each good), what is the typical age/gender of individuals producing the good?

9 year plus male

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor families

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Approximately 5000 in the surgical sector of [REDACTED].

**Interview # 10**

**Name:** [REDACTED]

**Position:** General Secretary

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 03:45 pm., April 9, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Child labor is involved in all the manufacturing processes that are done in vendor shops (workshops and houses). No child labor is present in the factories.

2. What good(s) do they produce?

All kinds of Scissors, Cutters, Forceps, etc.

3. Are goods for domestic consumption or export?

Export

4. Who employs them? Please explain the employer.

Legally, all child laborers are employed by the exporters/factory owners who work through the vendors.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Elder children, parents, relatives and friends of younger children approach vendors for the job. Initially they are taken on job as trainees and are paid Rs. 100-200 per month (1.6 to 3.3 USD). Upon completion of training (6 months to a year) they become child laborers.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

10% forced child labor by the parents is possible. No coercion by the employer. The nature of forced child labor relates to debt-bondage and/or peshgi.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it

peshgi (advance)? Mode and frequency of payments are both equally important.

Yes they are paid for their work in different forms, such as, daily, weekly, monthly and on piece work basis.

9. What tasks do they perform?

All processes in the surgical instrument production, such as, Grinding, filing, polishing, riveting, fitting, hammering, etc.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: I was part of the [REDACTED] study and fully endorse it.

Psychological: Depression, under stress, fearful, illiterate, inferiority complex + [REDACTED].

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

There is no coercion, however, they have to pay the debt/peshgi that they owe to the employer. This is a natural phenomenon but, I do not know how you interpret it.

12. What are the environments in which they work?

Nothing in order, dusty during polishing, instruments lay all over the place, no protective gears, no protective measures taken for the machines, few goggles that are not used by the workers.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban and rural areas of [REDACTED]

14. (For each good), what is the typical age/gender of individuals producing the good?

Though children as young as 7 years of age are found working in vendor shops but, majority of children are 13 plus age.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban

versus rural, indigenous/ethnic groups, etc.)

Poor. As they do not find any link between education and economic empowerment. They want their children to learn a skill so that when they grow they can earn a respectable living for themselves.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

■■■■ about 5000 yes.

**Interview # 11**

**Name:** [REDACTED]

**Position:** Deputy District Education Officer [REDACTED]

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 09:15 am, April 10, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Tampering, grinding, filing and polishing.

2. What good(s) do they produce?

Scissors and Ear, Nose and Throat related instruments.

3. Are goods for domestic consumption or export?

Both

4. Who employs them? Please explain the employer.

Factory owners of all sizes engage 20% of the total child labor in the surgical sector whereas, vendors engage 80%.

Child labor in the factories has shown a downward trend over the years. Total number of children in the surgical sector has decreased.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents find jobs for their children by contacting the factory owners and vendors.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Families and children are compelled by the prevailing situation of inflation and domestic needs. No coercion from the employer.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important. N/A

Different forms of salary payments exist in the sector from daily wages to weekly, monthly and piece rate. Incidence of peshgi is limited to 5-10% only.

9. What tasks do they perform?

Answered in 1 above.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)? N/A

Physical: Lungs diseases, asthma, tuberculosis, respiratory infections, cancer, eyes and ENT diseases. Finger cuts/burns, loss of arm and even death can be caused.

Psychological: Low mental growth, inferiority complex, discouraged, deprived, negative attitudes.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

80% free to leave the work anytime.

20% are those who have taken peshgi or are working as sub-contractors of the vendors. They have to complete their work and/or return the peshgi whichever is the case before he can quit the job.

12. What are the environments in which they work? N/A

Dirty, injurious to health and mind, conducive for all types of diseases, iron dust, excessive fumes of chemicals used for polishing, sharp pieces of iron could hit the child, excessive heat during summer, no proper ventilation and lack of protective measures.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Rural and peri-urban areas of [REDACTED] and nearby cities.

14. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 9 plus age

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban

versus rural, indigenous/ethnic groups, etc.)

Poor people.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In the surgical sector [REDACTED] approximately 5000 child laborers.

**Interview # 12**

**Names:** [REDACTED]

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 10:50 am, April 10, 2008

**Brief Description of Organization:** The NGO works on women rights, human rights, child rights, etc.

<p>1. In what occupations/activities do forced labor or child labor victims work?</p> <p>Grinding, filing, hammering, polishing and packing.</p> <p>2. What good(s) do they produce?</p> <p>Scissors, instruments for manicure and pedicure, trays, boxes/drums, etc.</p> <p>3. Are goods for domestic consumption or export?</p> <p>Both</p> <p>4. Who employs them?</p> <p>Factories/vendors employ child laborers.</p> <p>5. How do they come to be involved in these occupations/activities? Please explain the process. N/A</p> <p>Parents approach contractors/vendors for their children's job. Initially children work as trainees and then become child laborers.</p>
<p>6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)</p> <p>Obviously, children are not willing to work but are forced by the parents and later on by the contractors/vendors. However, we cannot call it bonded labor as these children are those who are essentially compelled by their parents and not by the employers.</p> <p>7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?</p> <p>N/A</p> <p>8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it</p>

peshgi (advance)? Mode and frequency of payments are both equally important. N/A

All forms of payments are in practice, e.g, daily wages, weekly and monthly payments and even per piece.

9. What tasks do they perform?

Grinding, filing, hammering, polishing and packing.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: cuts/burns, iron dust effect ENT, eyes and lungs, weak, very dirty, defective postures, joint and muscular pain, hindered growth, sexual exploitation and skin diseases.

Psychological: Under stress, no play facility, inferiority complex, adopt bad habits (video films and nudes movies), cigarette and hashish smoking, underdeveloped mind, fearful, loss of confidence and incarcerated.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Generally free to leave however, in case of peshgi not free to leave. Peshgi is given on demand upon completion of training. As soon as they return the peshgi they are free to leave the job.

12. What are the environments in which they work?

Use of abusive language, congested place with improper or no ventilation, poor sanitation, iron dusty all around, chemical fumes and beating by the employer.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Mainly different rural areas of Sialkot

14. (For each good), what is the typical age/gender of individuals producing the good?

10 plus male children.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

No specific group only poor male children. And those who belong to mentally poor families. The term 'Mentally poor' was used by the interviewee and it refers to the restricted and limited thinking levels of the parents. That instead of doing more for the children to enable them to go to school they find it easy to send them to work.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

About 5000 in the surgical sector of [REDACTED].

**Interview # 13**

**Names:** Mr. [REDACTED]

**Position:** Regional Manager

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 02:00 pm, April 10, 2008

**Brief Description of Organization:** This is a large national [REDACTED] which in addition to being the implementing partner of [REDACTED] in the Surgical sector is implementing various educational, literacy and vocational projects in the country.

<p>1. In what occupations/activities do forced labor or child labor victims work?</p> <p>Fitting, filing, grinding and polishing.</p> <p>2. What good(s) do they produce?</p> <p>Scissors, cutters, nail nippers, twissers, pliers, and sealers.</p> <p>3. Are goods for domestic consumption or export?</p> <p>Mostly export</p> <p>4. Who employs them? Please explain the employer.</p> <p>Contractors and vendors.</p>
<p>5. How do they come to be involved in these occupations/activities? Please explain the process.</p> <p>Most parents send their children to vendors shops when children do not take interest in studies. The children undergo training of 6 months to a year and then become paid child laborers.</p> <p>6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)</p> <p>No forced child labor. There is absolutely no coercion from the employer. The child is forced by poverty and parents.</p> <p>7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?</p> <p>No</p> <p>8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or</p>

is it peshgi (advance)? Mode and frequency of payments are both equally important.

75% on monthly salary while 25% on piece rate. Varies largely from something like 1500 (21 USD) to 4000 (57 USD). Younger children get less as they are paid employees while elderly children work on piece and make more.

9. What tasks do they perform?

Fitting, filing, grinding and polishing.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Pain in backbone, stunted weight and height, weak, lung problems, asthma and breathing problem

Psychological: Children consider themselves second grade human beings, mentally not mature and employers are rough with the children and are found using abusive language.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Free to leave

12. What are the environments in which they work?

Badly lit, dusty, improper ventilation and noisy

13. In what regions of the country do they work? Do they work in cities or in rural areas?



14. (For each good), what is the typical age/gender of individuals producing the good?

Less than 10 years 10%  
10-14 years 50%  
14 plus 40%  
All male

15. What specific groups of people are more vulnerable to engagement in forced labor

and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor male children

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

6000 two years ago out of which under [REDACTED] children have been withdrawn from child labor. This figure relates to the surgical sector of [REDACTED]. Currently there are 4000 children involved in child labor.

**Interview # 14**

**Names:** [REDACTED]

**Position:** Director

**Organization:** Center [REDACTED]

**Location:** [REDACTED]

**Date:** 11:00 am, April 12, 2008

<p>1. In what occupations/activities do forced labor or child labor victims work?</p> <p>Filing, grinding and fitting. Children of 16 years and above also do polishing.</p> <p>2. What good(s) do they produce?</p> <p>Semi-finished surgical and dental instruments: scissors, twissers, forceps, etc.</p> <p>3. Are goods for domestic consumption or export?</p> <p>Export</p> <p>4. Who employs them? Please explain the employer.</p> <p>Vendors who run workshops</p>
<p>5. How do they come to be involved in these occupations/activities? Please explain the process.</p> <p>Better salaries are offered in the surgical sector as compared to other sectors. Poverty forces the parents to send their children to work in the surgical sector where a child gets more salary than an adult in other sectors.</p> <p>6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)</p> <p>N/A</p> <p>7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?</p> <p>N/A</p> <p>8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.</p>

Fortnightly payments that are based on the work done. If peshgi is paid to the child it is deducted from the monthly salary in installments.

9. What tasks do they perform?

Answered in 1 above.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Posture, muscular and skeletal diseases, weakness, buffing and grudging effect lungs and other organs, exposure to acids and toxic metal dust.

Psychological: Work related stress, laborious work, long hours, exposed to abusive language and other stresses.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Generally speaking, their movement is free though, employer can exert social pressure as he trained the child to become a future employee of the vendor.

12. What are the environments in which they work?

Bad work postures,, dirty, dusty, slips and trips, unorganized, poor light, dark, moving machines, loose wiring.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban and peri-urban areas of [REDACTED].

17. (For each good), what is the typical age/gender of individuals producing the good?

Male of 12+ age

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All poor and illiterate male.

19. What is the estimated number/percentage of adults and/or children engaged in

forced labor and/or child labor in the production of each good?

Approximately 3000 in the surgical sector of [REDACTED]

**Interview # 15**

**Names:** ██████████

**Position:** Chief Executive Officer

**Organization:** ██████████

**Location:** ██████████

**Date:** 01:00 pm, April 12, 2008

**Brief Description of Organization:** ██████████ is an ██████████ that is based in ██████████ but has its presence in different cities, such as, ██████████ (Tannery sector), ██████████ (Surgical sector), and few other cities.

1. In what occupations/activities do forced labor or child labor victims work?

Children work in filing, grinding, polishing and fitting, processes that are undertaken in small workshops in Sialkot district.

2. What good(s) do they produce?

They produce finished or semi finished scissors of various kinds. These goods are then dispatched to factories where they may undergo more processes before they are completely finished and packed and exported.

3. Are goods for domestic consumption or export?

The goods produced by surgical workshops are mostly exported. The domestic market is very small.

4. Who employs them? Please explain the employer.

Children are employed by small workshop owners. The workshop owners have their own or rented premises, equipment and tools. They enter into agreements with factory owners to do specific processes on a given number of surgical pieces in a mutually decided time frame. The factory owners may also give them a working advance. Then it is up to them to hire adults or children or both at whatever the going market rates are.

5. How do they come to be involved in these occupations/activities? Please explain the process.

A number of children in ██████████ are either school dropouts or never enrolled in schools (the combined proportion is estimated to be around 30%). They come from the poorest of families. Their parents are suffering sever economic hardships. They are deeply concerned that if their children remain idle, they will fall a victim to social evils like gambling, drug abuse or crime. One option is getting the children recruited by workshop owners. This option solves the delinquency problem immediately and promises economic gains in 3-4 years

when the child is earning enough to contribute to household income. In some cases the families may be running into debt (to workshop owners or other money lenders including employers of family adults in other sectors family members or friends) and children's income seems to be the only source to clear the debt in the long term.

The father speaks to a workshop owner or an adult worker and requests that his son be taken in as an apprentice on a mutually agreed daily wage which is usually very low to start with. Sometimes the father or elder brother is working for a workshop and this makes the induction even easier. In some cases where the father has taken an advance from a workshop owner and is unable to pay the installments in time, it becomes a compulsion to induct the son to supplement the income.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Debt bondage is the most accurate way of describing forced child labor in surgical workshops. When fathers (whether surgical workshop workers or not) have taken advances from workshop owners and they are unable to pay the installments in time, their children become de facto bonded to the workshop owner until the debt is cleared. Many people take advances (called peshgi in local language) to meet the household expenses or satisfy other needs and their children are then attached to the workshop owner who paid the advance. They cannot leave or switch jobs unless the advance is cleared or the workshop owner decides that he can recover the advance through some other means (which is rare). The children work in the day time, sometime until late evening, and the workload increases at different times of the season when orders arrive in large numbers and they have to be processed. The children spend the nights at their homes but as stated above, they are de facto bonded.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

In this case trafficking is not involved. All child workers are local.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Children are paid for their work in cash. In case of younger children, the payment is usually received by families while older children get the payment directly. Payment can be on weekly or monthly basis. It is based on the amount of work done (e.g. number of X kind of scissors filed). If an advance has been given to the child/ family, the installment is deducted from each payment.

9. What tasks do they perform?

Children work in filing, grinding, polishing and fitting, processes that are undertaken in small workshops in [REDACTED] district.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical risks include cuts and bruises, pain and deformity physical posture, exposure to chingaris from the grinding wheel. Children face the risks of verbal and physical abuse from adult workers, and workshop owners. Risk of sexual abuse is not entirely unknown. They learn to smoke, sniff glue and possible exposure to drugs and x-rated films from adults.

Those who have taken advances are under a constant threat of incurring the wrath of the workshop owner if they are unable to pay the installment. They are also afraid that if their child/ren working with the owner are unable to put in the “desired” amount of work, they will earn less and also be at risk of being ill treated by the owners. An underlying fear is that the owner may fire the child at some pretext. Worse (in their perception), the owner comes home and degrades the family in front of the entire neighborhood. The net result is that children are told to work hard and be “obedient” so ensure that the owner does not get angry with them.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

If children/ families have not taken advances, it is relatively easier for them to quit their job or start working with another workshop. However this has to be done diplomatically so that the owner does not get upset and his targets are not left unmet otherwise he may inform other workshop owners and finding a job with another owner may become difficult.

The [REDACTED] has stopped the [REDACTED] from checking child labor in factories and establishments for nearly a year. The government at least at present does not see any role for itself in this situation. In any case workshops with less than a certain number of workers are not considered to be establishments and are thus outside the purview of law. Most surgical workshops are technically outside the purview of law.

12. What are the environments in which they work?

The workshops are generally small establishments because they do not need a lot of space for installing their equipment. They comprise of 1-3 rooms with some

open area in front of the workshop also being used particularly in rural areas. In general, hygienic conditions are poor. Wiring is poor. Very few workshops have wash rooms. Safety equipment is either non-existent, or in poor conditions or the workers do not have enough awareness to use it.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

In [REDACTED], surgical workshops are located all over the district though 75% of them are in [REDACTED]. They are located both in urban and rural areas. Overhead costs and wages are less in rural areas. Curiously the surgical workshops are located exclusively in [REDACTED] district of [REDACTED].

14. (For each good), what is the typical age/gender of individuals producing the good?

All child labor in surgical workshops comprises boys. They may be as young as 8 years and as old as 17 years.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

In surgical workshops boys are exclusively employed. A vast majority of children in workshops come from local catchment areas. There would be little to choose from ethnic groups, mostly the child workers are Punjabi.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In surgical workshops, about 20% of the approximately 12,000 workers are children between 8-17 in [REDACTED]. There will be more children in the 12+ age group.

## Tannery Sector

### Type 1 Interview Note

#### Pakistan

#### Interview # 16

**Name:** [REDACTED]  
**Position:** Former Municipal Health Officer  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 11:00 am., April 18, 2008

**Brief Description of the Organization:** [REDACTED] is an [REDACTED] that has been implementing various child labor projects including [REDACTED] on Tanneries in [REDACTED]. [REDACTED] was also [REDACTED] implementing partner in the recently concluded child labor project that was funded by [REDACTED]. The project title was [REDACTED].

5. In what occupations/activities do forced labor or child labor victims work?

Tannery Sector

- a. Loading
- b. Drumming
- c. Dyeing
- d. Cutting
- e. Liming & De-liming
- f. Drying
- g. Work with heavy machinery
- h. De-hairing
- i. Salting.

6. What good(s) do they produce?

Processed/refined leather sheets.

7. Are goods for domestic consumption or export?

The products are sent to other areas for producing final goods for export.

8. Who employs them? Please explain the employer.

Contractors who take work from the factory owners employ child labor mostly through his existing employees and also through interpersonal contacts.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Mostly family members establish contact with the contractor and make their children and others work together as a team to complete the task.

7. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not Applicable

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

12. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

The children are paid meager salary. Some children are paid on daily basis, others on weekly, bi-weekly and monthly basis. Meager salary means between US\$ 30 to 50 per month.

13. What tasks do they perform?

- a. Loading
- b. Drumming
- c. Dyeing
- d. Cutting
- e. Liming & De-liming
- f. Drying
- g. Work with heavy machinery
- h. De-hairing
- i. Salting.

14. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Heavy workload using dangerous chemicals; poor and hazardous working conditions without any protective measures; vulnerability to various skin disorders; burns due to chemical; injuries; pulmonary disorders like acute and chronic Bronchitis; allergies; gastrointestinal disorders; eye disorders; lung diseases, etc.

Psychological: They were abused at work place. (This means verbal abuse and nothing else), long working hours, low self esteem with little opportunities for future.

15. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

They cannot leave their work places without taking permission from the supervisors. In some instances families force their children specifically fathers to work for long hours so that they earn more money.

12. What are the environments in which they work?

The environment is dirty and polluted. The stench is unbearable with poor lighting and ventilation at work places. The children work without any protective gears (goggles, masks, gloves, etc.). They work in typical hazardous conditions.

17. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban localities and their outskirts of [REDACTED].

18. (For each good), what is the typical age/gender of individuals producing the good?

Mainly boys are involved in every tanning process. Age group 14-17. Girls are involved informally in de-hairing and salting processes which are carried out in home environments outside the tanneries.

19. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Mainly boys are involved and majority of them belong to minority (Christian) group. Poor Muslims of adjoining rural areas and city are also involved.

20. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Not known

**Interview # 17**

**Name:** Mr. [REDACTED]  
**Position:** Assistant Professor  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 11:00 am, April 04, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Children are involved in all the processes, such as, soaking, dyeing, loading/unloading, coloring, etc.

2. What good(s) do they produce?

Semi-finished leather goods

3. Are goods for domestic consumption or export?

Largely domestic. A few high profile export industries.

4. Who employs them? Please explain the employer.

Employers are usually unrelated individuals. Often children are recruited through a sub-contractor or may work as part of a family group.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Usually become involved through sub-contractors. Sub-contractors act as recruiting agents. May advance a sum of money for the labor of children.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Forced labor does not occur in this sector. Advances may be given in but do not necessarily lead to bonded labor.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

No evidence of trafficking for production of goods. More in production of services such as prostitution or trade in camel jockeys. Local populations already provide enough cheap labor for trafficking not to be required.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the

payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Modes of payment vary from piece work to weekly payments.

9. What tasks do they perform?

All the processes, such as, soaking, dyeing, loading/unloading, coloring, etc.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: The children are working with chemicals some of which are extremely deadly. Inhaling these chemicals can cause serious lung diseases. Burns and stomach related diseases are common amongst these children.

Menace of penalty certainly present in areas where bonded labor present. Psychologically speaking the constant strain of being indebted has already been shown to be a factor in the burgeoning kidney trade.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Generally speaking, their movement is free.

12. What are the environments in which they work?

They work largely in small scale manufacturing environments which are not well-organized hence become breeding places for all types of diseases.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

██████ and ██████, both urban and rural areas.

20. (For each good), what is the typical age/gender of individuals producing the good?

No reliable estimates of gender and age of workers.

21. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor and vulnerable groups of the society.

22. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

No reliable estimates

## Interview # 18

**Name:** [REDACTED]

**Position:** Journalist and Reporter [REDACTED]

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 12:35 pm., April 5, 2008

**Brief Description of the Organization:** The [REDACTED] is an international newspaper [REDACTED]. [REDACTED] is one of the most popular television channels in Pakistan which is going on air almost around the world including USA.

1. In what occupations/activities do forced labor or child labor victims work?

Child laborers work in small units of tanneries and related businesses. Child laborers are mostly engaged in the following activities: Loading/unloading, de-hairing of raw hides, drying and spraying/polishing.

The Children also work in factories which make fire crackers where several children have died due to accidental explosions.

2. What good(s) do they produce?

Processed/refined leather sheets.

3. Are goods for domestic consumption or export?

The processed/refined leather sheets are mostly used within the country for making finished goods. However, some percentage of it may be exported.

4. Who employs them? Please explain the employer.

The child labor works for the owners of small tannery units and contractors. Contractors are individuals who take raw hides from the factory owners for doing different processes and then return it to the factory owners. They may or may not work within the factory premises.

5. How do they come to be involved in these occupations/activities? Please explain the process.

- a. Parents working in the small tannery units and related businesses introduce their children to the owners.
- b. Parents and at times children directly approach the influential in the community for a job.
- c. Street wanderers are approached by the contractors through their parents. Poor job seekers approach contractors directly.

8. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not Applicable

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

16. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Young child laborers (up to 12 years of age) are on daily wages. Older children get weekly and/or monthly salary. Details of salary are not known to the interviewee

17. What tasks do they perform?

Child laborers are mostly engaged in the following activities: Loading/unloading, de-hairing of raw hides, drying and spraying/polishing.

18. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Insignificant adverse effect on physical health. Health in this part of the country is generally quite poor. There is not significant difference between the child laborers and others all are generally weak.

Psychological: Due to lack of education their mental growth is hindered.

19. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Child laborers are free to leave the job whenever they wish. There is no coercion per se. However, if a child laborer has taken peshgi (advance) from the employer he has to return it before leaving the job.

12. What are the environments in which they work?

The environment can be defined as follows:

Full of stench, filthy, open air and wet with water mixed with chemicals.

Departments of Health and Environment are not fulfilling their responsibilities in this regard. The first treatment plant has failed as a result, contaminated water is being used for cultivation in the low lying area of the district and beyond.

21. In what regions of the country do they work? Do they work in cities or in rural areas?

Child labor in the tannery sector is found in the outskirts of the [REDACTED] city.

22. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 15 years and above.

23. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Male children of poor classes.

24. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Approximately 200 The figure is reported by the interview.

**Interview # 19**

**Name:** [REDACTED]

**Position:** Leather Businessmen and Social Workers

**Organization:** Names of their business enterprises were not asked for the simple reason that they work in one of so many workshop which make finished leather products in [REDACTED] They work for the workshop owners.

**Location:** [REDACTED]

**Date:** 05:17 pm., April 5, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Children working in the tannery business are engaged in the following processes: Raw hide to wet blue (liming, de-liming, chroming); wet blue to dyeing; dyeing to finishing; and finishing to stitching. They are also involved in loading, unloading and spraying.

Other than tannery business, the children are involved in embroidery work, making kite strings, shoe making and textile.

2. What good(s) do they produce?

Wet blue hides, finished leather sheets, jackets, gloves, shoes, belts, wallets, ladies bags, etc.

3. Are goods for domestic consumption or export?

Mostly export.

4. Who employs them? Please explain the employer.

The small tannery owners through their contractors hire child laborers. All the processes are done within the factory premises.

5. How do they come to be involved in these occupations/activities? Please explain the process.

- a. Usually, contractors engage child laborers through their existing workers.
- b. Poor parents approach contractors for their children's employment.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not Applicable

7. How is trafficking in persons related to forced labor and/or child labor in the

production of goods, if at all?

Not Applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Child labor is paid on weekly basis at the end of the working week. Rs. 10-20 is (US\$ 16-32 cents) also paid to a child laborer at the end of each day.

9. What tasks do they perform?

Children working in the tannery business are engaged in the following processes: Raw hide to wet blue (liming, de-liming, chroming); wet blue to dyeing; dyeing to finishing; and finishing to stitching. They are also involved in loading, unloading and spraying.

12. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Lung cancer, undergrowth, weakness, cuts on fingers and hands, burns on fingers, hands and feet, loss of arm, de-liming can even cause death.

Psychological: Greed for money, low mental growth, uncivilized, inferiority complex, misbehaved and abusive. Families of child laborers are depressed in the beginning but then get used to. Families of working children are usually depressed and disappointed due to poverty, lack of opportunities and other issues resulting from them.

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Child laborers are free to leave the work, however, at times, the employer entice them to rejoin or not to leave the job by offering increase in the existing salary. This is usually done through the parents of the child laborers in which case it takes the form of forced child labor.

12. What are the environments in which they work?

The environment can be defined as follows:

- a. Polluted—conducive for tuberculosis and cancer of lungs.
- b. Very filthy

- c. Full of poisonous chemicals, such as, Sodium Format, Sulphuric Acid, etc.
- d. Chemical fumes in the environment at the time of spraying/polishing.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Cities of [REDACTED], [REDACTED]  
[REDACTED]

17. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 12 years and above

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Male children of poor classes.

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In [REDACTED] alone approximately 600-700 child laborers. We are not aware of the number of child laborers in other areas of Pakistan.

**Interview # 20**

**Name:** Mr. [REDACTED]

**Position:** Management and Social Sector Consultant

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 12:10 pm., April 4, 2008

**Brief Description of Organization:** It is a consulting firm which has done baselines for most of the [REDACTED]

Researcher's Note: Conducted baseline survey of child labor in tanneries in [REDACTED] Mr. [REDACTED] and does most of the work himself. However, it is my belief that the entire survey must not have been carried out by him alone.

1. In what occupations/activities do forced labor or child labor victims work?

All processes related to tanning leather: soaking, de-hairing, liming, chrome tanning, deliming, pickling, de-fleshing and ink application.

2. What good(s) do they produce?

Blue Leather

3. Are goods for domestic consumption or export?

Both

4. Who employs them? Please explain the employer.

Owners of small and medium tanneries.

5. How do they come to be involved in these occupations/activities? Please explain the process.

a. Children are sent by their parents to learn the tanning trade as part of family vocation.

b. Poor parents send their children to the small and medium tanneries to earn for the family.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Negligible. Only debt bondage (Peshgi).

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

- a. Weekly
- b. Monthly
- c. Per Piece

He did not give any figures but, categorically owns whatever is being reported by ILO and its implementing partners.

9. What tasks do they perform?

All processes related to tanning leather: soaking, de-hairing, liming, chrome tanning, deliming, pickling, de-fleshing and ink application.

12. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Pain in the lower back, neck and shoulders; poor personal hygiene and suffer from eye infections, cuts and bruises, skin diseases and respiratory diseases; stunted height and weight; physical punishment; exposed to chemicals and suffer from dehydration, abdominal pains and ear, nose and throat disorders.

Psychological: Disturbed sleep.

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Child laborers are free to leave the work.

12. What are the environments in which they work?

Lot is desired, not too bad.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Cities and peri-urban areas of [REDACTED] and [REDACTED]

17. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 12 years and above

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Children belonging to poor and illiterate families.

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In [REDACTED] alone approximately 700 child laborers are engaged in tanneries and related works.

**Interview # 21**

**Name:** [REDACTED] (Ex-child laborer),

[REDACTED] (Ex-child laborer and President of [REDACTED])

[REDACTED] (Ex-child laborer)

**Organization:** All Tanneries [REDACTED]

**Date:** 6:18 pm., April 5, 2008

1. In what occupations/activities do forced labor or child labor victims work?

All processes related to tanning particularly, spray polish, loading, unloading and chrome tanning.

2. What good(s) do they produce?

Wet Blue (semi-finished state of leather) and finished leather

3. Are goods for domestic consumption or export?

Both

4. Who employs them? Please explain the employer.

Tannery owners and contractors.

5. How do they come to be involved in these occupations/activities? Please explain the process.

a. Child laborer contact tannery owners and contractors through parents, friends, and other relatives.

b. At times when the work is huge, e.g., immediately after [REDACTED] contractor approach child laborers through his existing workers and other contacts.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it

peshgi (advance)? Mode and frequency of payments are both equally important.

- a. Daily
- b. Weekly
- c. Monthly

Average daily wage is around US\$ 2.

9. What tasks do they perform?

All processes related to tanning particularly, spray polish, loading, unloading and chrome tanning.

12. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Tuberculosis, Asthma, Allergies, other chest diseases, finger cuts and burns, los of hand and arm, undergrowth and weakness.

Psychological: Due to poverty and illiteracy parents always feel deprived and distressed. Child laborer suffers from underdevelopment of mind, addiction to smoking and hashish, watch movies in hotels, rude, misbehaved, and abusive.

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Peshgi (advance) is given but the child is free to leave and there is no coercion from the employer due to the fear of community pressure.

12. What are the environments in which they work?

Full of stench, chemicals all around even on floor, fumes, extremely hot during summer, very cold in winter, and no proper arrangement for ventilation.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Cities and outskirts of [REDACTED]

17. (For each good), what is the typical age/gender of individuals producing the good?

Male children of 12 years and above

18. What specific groups of people are more vulnerable to engagement in forced labor

and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Children belonging to Poor families.

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In [REDACTED] alone approximately 500-700 child laborers.

**Interview # 22**

**Name:** [REDACTED]

**Position:** District Labour Officer

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 01:10 pm., April 3, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No child labor up to 14 years of age in the district. Adolescents of age group 15 plus do work in tanneries and perform different functions details of which are not known as I am new in the district. Besides, the [REDACTED] has put an embargo on the [REDACTED] for inspecting child labor.

Researcher's Note: According to the Employment of Children Act 1991 of the Government of Pakistan the definition of a child is up to age 14. Indeed, after ratifying [REDACTED] the [REDACTED] did revise the age of a child to up to 18 years. However, this official was not aware of this notification or pretended so. He was not happy to welcome me in his office.

2. What good(s) do they produce? N/A
3. Are goods for domestic consumption or export? N/A
4. Who employs them? Please explain the employer. N/A
5. How do they come to be involved in these occupations/activities? Please explain the process. N/A

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.) N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all? N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important. N/A

9. What tasks do they perform? N/A

12. What physical and psychological risks do they or family members face? (Are other elements of "menace of penalty" present)? N/A

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an

important question, please give detailed response. N/A

12. What are the environments in which they work? N/A

13. In what regions of the country do they work? Do they work in cities or in rural areas? N/A

17. (For each good), what is the typical age/gender of individuals producing the good? N/A

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.) N/A

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good? N/A

**Interview # 23**

**Names** [redacted] President; [redacted] Senior Vice President;  
[redacted] General Secretary; [redacted] Ex-President

**Organization:** [redacted]

**Location:** [redacted]

**Date:** 01:00 pm., April 7, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Not a single child under 14 years of age work in the tannery sector of [redacted]. Children between 14 to 17 years are not engaged in hazardous work. Notice Board outside all the [redacted] member factories read, "Children under 14 years of age are prohibited to enter the factory". Children older than 14 years work with the contractors as helpers for doing things, such as, tea boys, taking light weight things from one place to another.

Researcher's Note: Answers to all the remaining questions refer to child labor 14+.

2. What good(s) do they produce?

Wet Blue (semi-finished state of leather) and Refined Leather

3. Are goods for domestic consumption or export?

Both

4. Who employs them? Please explain the employer.

[redacted] has 80 members, [redacted] also has about 80 members. Members of these associations do not engage child under 18 in any tanning work. Non-members are more than 100 mostly small who do engage children under 18 in factories as well as through contractors.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Child labor is directly employed by the non-member factory owners and their contractors. This is mostly done with the parents of the child who bring them for work.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Researcher's Note: These individuals did not want to give an interview. In fact, they said that they would contact other members and would give me a time for the interview. I knew it would never happen, therefore, I engaged them into a conversation in such a manner that I get answers to most of the questions if not all. The nature of this question is such that I could not extract the information from them.

9. What tasks do they perform?

Any non-hazardous work.

12. What physical and psychological risks do they or family members face? (Are other elements of "menace of penalty" present)?

No physical and psychological risk.

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Yes, there is no coercion whatsoever.

12. What are the environments in which they work?

Environment is usually not unhealthy.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Mostly [REDACTED] but, also in [REDACTED]

17. (For each good), what is the typical age/gender of individuals producing the good?

Male of 14+

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban

versus rural, indigenous/ethnic groups, etc.)

All local poor

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Do not know

**Interview # 24**

**Name:** [REDACTED]

**Position:** Executive District Officer (Community Development)

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 10:30 am and 02:20 pm April 3, 2008

1. In what occupations/activities do forced labor or child labor victims work?

This official contacted the District Labor Officer (covered above) and articulated the response as “No child is involved in tanning work. We follow Government of Pakistan’s Employment of Children Act 1991 which prohibits employment of a child up to 14 years of age.

Researcher’s Note: According to the Employment of Children Act 1991 of the Government of Pakistan the definition of a child is up to age 14. Indeed, after ratifying [REDACTED] the Government of Pakistan did revise the age of a child to up to 18 years. However, this official was not aware of this notification or pretended so. He was not happy to welcome me in his office.

2. What good(s) do they produce? N/A
3. Are goods for domestic consumption or export? N/A
4. Who employs them? Please explain the employer. N/A
5. How do they come to be involved in these occupations/activities? Please explain the process. N/A

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.) N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all? N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important. N/A

9. What tasks do they perform? N/A

12. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)? N/A

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an

important question, please give detailed response. N/A

12. What are the environments in which they work? N/A

13. In what regions of the country do they work? Do they work in cities or in rural areas? N/A

14. (For each good), what is the typical age/gender of individuals producing the good? N/A

17. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.) N/A

18. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good? N/A

**Interview # 25**

**Names:** [REDACTED]

**Position:** Parents of the Working Children

**Location:** [REDACTED]

**Date:** 08:30 pm, April 7, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Liming, fat and meat separation, drumming, loading, unloading and jacket stitching.

2. What good(s) do they produce?

Wet Blue (semi-finished state of leather) and Jackets

3. Are goods for domestic consumption or export?

Both

4. Who employs them?

Factory owners, contractors and workshop owners who stitch jackets.

5. How do they come to be involved in these occupations/activities? Please explain the process. N/A

Family members introduce their younger relatives (sons and brothers) and other relatives to the employers, i.e., factory owners, contractors and the owners of workshops that stitch jackets.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important. N/A

Salaries are paid to the parents who pay a nominal amount of money to the child labor as pocket money.

9. What tasks do they perform?

Liming, fat and meat separation, drumming, loading, unloading and jacket stitching.

12. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Muscular and joint weakness, cough due to lungs weakness, Asthma, breathing problem, chest pain, heart burn, fatigue and blackouts while working.

Psychological: Distressed

13. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Child labor is free to leave the work anytime.

12. What are the environments in which they work?

Filthy, no ventilation, chemicals all around, same utensils are used time and again for drinking tea, hot in summer and cold in winter, difficult to breathe due to gases and fumes, stinking, wet and slippery. Black walls and floors, and dusty.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Cities of [REDACTED]

14. (For each good), what is the typical age/gender of individuals producing the good?

- a. From 10—14 work as helpers.
- b. 15+ involved in all the processes.

17. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All poor locals

18. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Between 500 to 1100 in [REDACTED].

**Interview # 26**

**Name:** [REDACTED]

**Position:** Chief Executive Officer

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 10:00 am, April 11, 2008

**Brief Description of Organization:** [REDACTED] is an NGO that is based in [REDACTED] but has its presence in different cities, such as, [REDACTED] (Tannery sector), [REDACTED] (Surgical sector), and few other cities.

1. In what occupations/activities do forced labor or child labor victims work?

Children work in de-hairing, liming, washing hides and slicing away superfluous mass from them. They carry wet hides to open ground and spread them out for drying collecting them later and repeating the cycle with fresh haul of hides. They work on electrically operated drums in which hides undergo a number of chemical processes. When a specific process is completed, the window of the drum is opened and drum is then rotated again. As a result hides fall out of the drum. However some of the hides get stuck to the walls of the drum and young children are sent inside to peel them off. This exposes them to various toxic gases. One of the most dangerous processes in which children are involved is spray painting of hides. Hides (head or body part) are hung on wires or spread out on wooden stands while children use hand operated spray guns to paint them. At the final stage of the process, formaldehyde (carcinogenic) is added to make the hides shine and its pungent odor makes breathing difficult.

2. What good(s) do they produce?

They produce finished leather pieces (head or body parts of cow hides). The leather pieces are sold by the tannery owners to buyers mostly coming from [REDACTED]. Some tannery owners do not go through all processes and sell the hides in a semi finished state which is called "wet blue" stage.

3. Are goods for domestic consumption or export?

The goods produced by small tanneries are mostly for the domestic market. Medium and large size tanneries are mostly exporting the goods. The difference is that of quality of finishing.

4. Who employs them? Please explain the employer.

Tannery owners (who own the working place, equipment, tools, hides, chemicals etc.) sub-contract different processes to different contractors. Each contractor organizes a team or “gang” employing both adults and children to undertake a specific job at a specific rate within a mutually agreed deadline. It is the contractors who employ workers – both adults and children – and do a verbal agreement with them normally on per piece basis. The contractors use the tannery premises, equipment, tools (they may have their own tools in some cases), hides and chemicals provided by the tannery owner. However tannery owners do not employ the actual workers directly nor do they pay them directly. Payment is made to the contractors who dictate their own terms to the workers.

5. How do they come to be involved in these occupations/activities? Please explain the process.

A number of children in [REDACTED] are either school dropouts or never enrolled in schools (the combined proportion is estimated to be between 40-50%). They come from the poorest of families. Their parents are suffering severe economic hardships. They are deeply concerned that if their children remain idle, they will fall a victim to social evils like gambling, drug abuse or crime. One option is getting the children recruited by contractors to work in tanneries. This option solves the delinquency problem immediately and promises economic gains in 3-4 years when the child is earning enough to contribute to household income. In some cases the families may be running into debt (to tannery contractors or other money lenders including employers of family adults in other sectors family members or friends) and children’s income seems to be the only source to clear the debt in the long term.

The father speaks to a contractor and requests that his son be taken in as an apprentice on a mutually agreed daily wage which is usually very low to start with. Sometimes the father himself is working for a contractor or even as a contractor and this makes the induction even easier. In some cases where the father has taken an advance from a contractor and is unable to pay the installments in time, it becomes a compulsion to induct the son to supplement the income.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Debt bondage is the most accurate way of describing forced child labor in tanneries. When fathers (whether tannery workers or not) have taken advances from contractors and they are unable to pay the installments in time, their children become de facto bonded to the contractor until the debt is cleared. Many people take advances (called peshgi in local language) to meet the household expenses or

satisfy other needs and their children are then attached to the contractor who paid the advance. They cannot leave or switch jobs unless the advance is cleared or the contractor decides that he can recover the advance through some other means (which is rare). The children work in the day time, sometime until late evening, and the workload increases at different times of the season when hides arrive in large numbers and they have to be processed. The children spend the nights at their homes but as stated above, they are de facto bonded.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

In this case trafficking is not involved. All child workers are local.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Children are paid for their work in cash. In case of younger children, the payment is usually received by families while older children get the payment directly. Payment can be on weekly or monthly basis. It is usually based on the amount of work done (e.g. number of head part of hides spray painted). If an advance has been given to the child/ family, the installment is deducted from each payment.

9. What tasks do they perform?

Children work in de-hairing, liming, washing hides and slicing away superfluous mass from them. They carry wet hides to open ground and spread them out for drying collecting them later and repeating the cycle with fresh haul of hides. They work on electrically operated drums in which hides undergo a number of chemical processes. When a specific process is completed, the window of the drum is opened and drum is then rotated again. As a result hides fall out of the drum. However some of the hides get stuck to the walls of the drum and young children are sent inside to peel them off. This exposes them to various toxic gases. One of the most dangerous processes in which children are involved is spray painting of hides. Hides (head or body part) are hung on wires or spread out on wooden stands while children use hand operated spray guns to paint them. At the final stage of the process, formaldehyde (carcinogenic) is added to make the hides shine and its pungent odor makes breathing difficult.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical risks include handling dangerous chemicals, exposure to toxic gases, inhalation of formaldehyde fumes, cuts and bruises. Children face the risks of verbal and physical abuse from adult workers, contractors and even some tannery

owners who are not their direct employers. Risk of sexual abuse is not entirely unknown. They learn to smoke, sniff glue and possible exposure to drugs and x-rated films from adults.

Those who have taken advances are under a constant threat of incurring the wrath of the contract if they are unable to pay the installment. They are also afraid that if their children working with the contractor are unable to put in the “desired” amount of work, they will earn less and also be at risk of being ill treated by the contractors. An underlying fear is that the contractor may fire the child at some pretext. Worse (in their perception), the contractor comes home and degrades the family in front of the entire neighborhood. The net result is that children are told to work hard and be “obedient” so ensure that the contractor does not get angry with them.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

If children/ families have not taken advances, it is relatively easier for them to quit their job or start working with another contractor. However this has to be done diplomatically so that the contractor does not get upset and his targets are not left unmet otherwise he may inform other contractors and finding a job with another contractor may become difficult.

The Government of [REDACTED] has stopped the Labor Inspectors for checking child labor in factories and establishments for nearly a year. The government at least at present does not see any role for itself in this situation.

12. What are the environments in which they work?

The tanneries are generally bug establishments because they need space for small ponds and vats, place where drums are to be installed, space for installing various machines, storage for raw and semi finished hides, chemicals, place for spray painting and also for other processes. Many tanneries are two storey buildings (with improper and inadequate structures) where the upper storey is usually used for spray painting. In general, hygienic conditions are appalling. There is hardly any fencing around ponds and vats. Wiring is in tatters and poses a constant risk of electrocution. Very few tanneries have wash rooms. Safety equipment is either non-existent, or in poor conditions or the workers do not have enough awareness to use it.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

In [REDACTED] tanneries are practically within the city. They do not exist in rural areas because of transportation costs of shipping hides, and chemicals. Chemical market

is located within the tannery cluster area and it would not be feasible to have chemical shops in rural areas for only one or two tanneries. Also, since planning is poor and frequent visits may be required to chemical shops based on immediate needs, tanneries cannot afford to be located in rural areas with the chemical market in the city.

Besides [REDACTED], tanneries are located in [REDACTED]  
[REDACTED]

17. (For each good), what is the typical age/gender of individuals producing the good?

All child labor in tanneries comprises boys. They may be as young as 8 years and as old as 17 years.

18. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

In tanneries, boys are exclusively employed. Some girls may be engaged in very preliminary tanning processes at home (mostly related to de-hairing and cleaning hides) but they do not work in tanneries. A vast majority of children in tanneries comes from [REDACTED] city while there may be a small number of migrants or rural workers. There would be little to choose from ethnic groups, mostly the child workers are Punjabi along with some [REDACTED]. There is one important aspect however. Considering their population ratio in [REDACTED], Christians are represented in tanneries in higher numbers than Muslims. The historical background is that Hindus considered tanning an “unholy” process because of usage of cow-hides while the Muslims considered it “dirty” work so only the poorest chose to take up this profession. This explains why Christians are present in a higher proportion (they are among the poorest and have no bias against the tanning work itself).

19. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In [REDACTED] tanneries, about 15-20% of the approximately 10,000 workers are children between 8-17. There will be more children in the 12+ age group.

**Interview # 27**

**Name:** [REDACTED]

**Position:** Assistant Professor

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 11:00 am, April 04, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Involved in all the processes, such as, soaking, dyeing, loading/unloading, coloring, etc.

2. What good(s) do they produce?

Semi-finished leather goods.

3. Are goods for domestic consumption or export?

Largely domestic. A few high profile export industries.

4. Who employs them? Please explain the employer.

Employers are usually unrelated individuals. Often children are recruited through a sub-contractor or may work as part of a family group.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Usually become involved through sub-contractors. Sub-contractors act as recruiting agents. May advance a sum of money for the labor of children.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Forced labor does not occur in this sector. Advances may be given in but do not necessarily lead to bonded labor.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

No evidence of trafficking for production of goods. More in production of services such as prostitution or trade in camel jockeys. Local populations already provide enough cheap labor for trafficking not to be required.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or

is it peshgi (advance)? Mode and frequency of payments are both equally important.

Modes of payment vary from piece work to weekly payments.

9. What tasks do they perform?

Involved in all the tanning processes, such as, soaking, dyeing, loading/unloading, coloring, etc

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Menace of penalty certainly present in areas where bonded labor present. Psychologically speaking the constant strain of being indebted has already been shown to be a factor in the burgeoning kidney trade.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Generally speaking, their movement is free.

12. What are the environments in which they work?

Work largely in small scale manufacturing which are not well-organized hence become breeding places for all types of diseases.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

██████ and ██████, both urban and rural areas.

23. (For each good), what is the typical age/gender of individuals producing the good?

No reliable estimates of gender and age of workers

24. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor and vulnerable groups of the society. By vulnerable he means illiterate and less educated who have no or very little options available to them.

25. What is the estimated number/percentage of adults and/or children engaged in

forced labor and/or child labor in the production of each good?

No reliable estimates

**Interview # 28**

**Name:** [REDACTED]

**Position:** Director

**Organization:** [REDACTED]  
[REDACTED]

**Location:** [REDACTED]

**Date:** 11:00 am., April 12, 2008,

1. In what occupations/activities do forced labor or child labor victims work?

Manual handling within and outside the tanneries, drying of hides on hot plates, and loading/ unloading on donkey carts.

2. What good(s) do they produce?

Wet blue (semi-finished state of leather) and semi-finished leather sheets.

3. Are goods for domestic consumption or export?

Domestic

4. Who employs them? Please explain the employer.

Tannery owners and contractors

5. How do they come to be involved in these occupations/activities? Please explain the process.

Through family members who are already working at tanneries or with contractors.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not Applicable

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Usually parents are paid for the work done by their children. No peshgi. No

specific information is available, check with [REDACTED].

9. What tasks do they perform?

Manual handling within and outside the tanneries, drying of hides on hot plates, and loading/ unloading on donkey carts.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Falling on slippery floors cause injuries, heavy loading, gases and chemicals can even cause death.

Psychological: Long working hours, stressed, deprived of education and abused by employers.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Social coercion: Employer hired the child when he did not know anything. Financial coercion is almost negligible as the child is free to leave as soon as he pays off the peshgi which, is usually quite nominal. Peshgi is mostly equal to 2 or 3 months salary.

12. What are the environments in which they work?

The environment can be defined as follows:

Toxic chemicals, heat, slipper floors, electrical and machine hazards.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Cities of [REDACTED] and [REDACTED]

14. (For each good), what is the typical age/gender of individuals producing the good?

12 year plus Male

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Christians and low caste Neo-Muslims.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Approximately 500 in [REDACTED]. I verify that this figure was given by the interviewee.

## Glass Bangle Sector

### Type 1 Interview Note

#### Pakistan

**Interview # 29**

**Name:** [REDACTED]

**Position:** Assistant Professor

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 11:15 am, April 17, 2008

Researcher's Note: [REDACTED] [REDACTED] Ph.D thesis in Child Labor in Bangle Making sector of [REDACTED] a few years ago. [REDACTED] currently an Assistant Professor at the [REDACTED]

1. In what occupations/activities do forced labor or child labor victims work?

No forced child labor.

Moulding, Counting, Loading/unloading and packing.

2. What good(s) do they produce?

Glass Bangles.

3. Are goods for domestic consumption or export?

Mostly domestic but also exported to Saudi Arabia and Dubai.

4. Who employs them? Please explain the employer.

a. Parents.

b. Contractors and owners of small factories/workshops.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents and other relatives introduce the child to the contractor and/or owner of a small factory or a workshop. The child starts working as a trainee/helper.

9. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A



27. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Mostly Urdu speaking.

28. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

30,000-40,000 children are working in this sector.

**Type 1 Interview Note**

**Pakistan**

**Interview # 30**

**Name:**

[REDACTED]

**Position:**

Executive District Officer

**Organization:**

[REDACTED]

**Location:**

[REDACTED]

**Date:**

11:35 am., April 15, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Children work in a home-based environment and perform the following functions:  
Leveling, Joining, Moulding and Gold coating.

2. What good(s) do they produce?

Glass Bangles.

3. Are goods for domestic consumption or export?

Both

4. Who employs them? Please explain the employer.

The children are factory owners' employees. Mostly work in a home-based family environment.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents (father) and friends introduced them to the employers for job in factories.

10. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable in this sector.

24. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the

payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Piece-rate. Peshgi payment from the employer is on the request of the employee; this is not a mode of coercion rather a favor. No other information was given on the amount of payment. He believes whatever has been reported by the [REDACTED] implementation partner, is correct.

25. What tasks do they perform?

Leveling, Joining, Moulding and Gold coating.

26. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Eye problems, nervous system problems, bad posture, back ache, knee joints pain and problems related to unhygienic conditions

Psychological: Compulsion to work; heavy workload; stresses and strains; hindered mental growth; isolation from other children of the society; inferiority complex; addiction to smoking, Pan and Gutka chewing; and shattered confidence.

27. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Free to leave. [REDACTED] approximately 3000 children have been withdrawn from the Glass Bangle manufacturing sector.

12. What are the environments in which they work?

Inadequate ventilation, improvised structures for the work places, excessive heat, dark and unhygienic.

29. In what regions of the country do they work? Do they work in cities or in rural areas?

Hyderabad only.

30. (For each good), what is the typical age/gender of individuals producing the good?

[REDACTED]

31. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Both boys and girls of 5 year plus age living in urban areas of [REDACTED] Most boys work in workshops and small factories while girls are restricted to home-based work.

32. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Approximately 10,000 plus children working in this sector.

**Type 1 Interview Note**

**Pakistan**

**Interview # 31**

**Name:**

[REDACTED]

**Position:**

Senior Research Officer

**Organization:**

[REDACTED]

**Location:**

[REDACTED]

**Date:**

11:00 am, March 18, 2008

***Incidence and Nature of Child Labor in Comoros***

**1. In what occupations/activities do forced labor victims and/or children work?**

Girl Child Labor in Bangle Making.

**2. What goods do they produce?**

Bangle Making: Moulding, blowing and painting

**3. Are goods for domestic consumption or export?**

Glass Bangle and power looms : For domestic use only

**4. Who employs them?**

Glass Bangles: Children are directly hired by the manufacturers.

**5. How do they come to be involved in these occupations/activities ?**

Explained under Question 4 above. The home-based workshops for different processes are situated in residential areas where these poor families live. The workshop owners and the parents of the children and even the children come across each other in the streets, etc. every now and then. This provides them a chance to interact with each other.

**6. If applicable, what type of forced labor is used ? (e.g., debt bondage, indentured servitude, caste-based slavery, etc.)**

Peshgi system is in vogue but does not qualify for bonded labor or forced child labor.

**7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all ?**

No incident reported.

**8. Are they paid for their work ? if so, how ? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance) ? Mode and frequency of payments are both equally important**

Glass Bangles: Weekly/bi-weekly and monthly payments only in cash. Income varies from task to task.

**9. What tasks do they perform?**

Bangle Making: Moulding, blowing and painting

**10. What physical and psychological risks do they or family members face ? (Are other elements of 'menace of penalty' present ?**

Bangle Making: Blowing and painting are related to lung diseases even asthma. Moulding is relating to cuts and burns. No psychological impact.

**11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present). If not, how government can facilitate that ? (DOL's primary purpose for asking this question is, 'are they at liberty to leave the work situation ?' This is the critical defining element of forced labor, so it is important to know).**

Yes, they are free to exercise their right to better employment and free mobility. There is no coercion.

**12. What are the environments in which they work ?**

Bangle making falls under hazardous form of child labor. Health is severely impaired.

**13. In what regions of the country do they work ? Do they work in cities or in rural areas ?**

Bangle Making: [REDACTED]

**14. (For each good), what is the typical age/gender of individuals producing the good ?**

Both boys and girls. 10+ in less hazardous unskilled/semi-skilled work while 14+ in skilled work.

**15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups etc.)**

More boys than girls. Local urban communities

**16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good ?**

Only figures from [REDACTED] project are known, i.e., 9,584 children working in this sector. This is the figure given by the interviewee.

## Type 1 Interview Note

### Pakistan

**Interview # 32**

**Name:** [REDACTED]

**Position:** General Secretary

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 11:45 am, April 16, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No forced child labor.

Child Laborers do only two tasks: Separate bangles of different colors and pack after counting.

2. What good(s) do they produce?

Glass Bangles.

3. Are goods for domestic consumption or export?

Domestic.

4. Who employs them? Please explain the employer.

Whole sale shopkeepers.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Parents, relatives and friends working with the wholesalers introduce the new entrants.

11. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

28. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or

is it peshgi (advance)? Mode and frequency of payments are both equally important.

- a) Salary of the children working at the wholesalers' shops is paid to the parents.
- b) Children or their families do not work to pay-off loan/debt.
- c) Children work to augment family income.

No further information was given.

29. What tasks do they perform?

Separate bangles of different colors and pack after counting.

30. What physical and psychological risks do they or family members face? (Are other elements of "menace of penalty" present)?

No physical and psychological risks.

31. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Absolutely no coercion from the employer.

12. What are the environments in which they work?

Children work under tall sheds, with enough number of fans to keep the area cool, to separate bangles of different colors and sizes, to count, and to pack them in boxes.

33. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban areas of [REDACTED].

34. (For each good), what is the typical age/gender of individuals producing the good?

Boys of 14 plus age.

35. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Initially, it started with the arrival of migrant families from India. Slowly, others also joined the bangle making industry.

36. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

200-250 children working in this sector.

## Type 1 Interviews

### Pakistan

**Interview # 33**

**Name:** [REDACTED]

**Position:** Assistant Professor

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 11:00 am, April 04, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Usually children are engaged in carrying out activities which are not highly specialized. Children are involved in tasks that are performed in a home-based environment.

2. What good(s) do they produce?

Glass Bangles

3. Are goods for domestic consumption or export?

Largely for domestic consumption.

4. Who employs them? Please explain the employer.

Mostly family occupations where children work along with their parents.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Often children are recruited through their parents who approach the vendors or children may work as part of a family group.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Advances may be given in but do not necessarily lead to bonded labor.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

No evidence of trafficking for production of goods.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the

payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Mostly piece rate.

Researcher's Note: The interviewee has conducted many surveys and researches on various child labor and bonded labor issues including the rapid assessment conducted by ILO. However, he does not remember micro details specific to each sector. He did say that the amounts are at the subsistence level.

9. What tasks do they perform?

Children are mostly involved in doing leveling, joining and counting and packing.

10. What physical and psychological risks do they or family members face? (Are other elements of "menace of penalty" present)?

Physical: Long hours of work sitting in one posture is very harmful for the joints as well as the growth of the child; chemical fumes damage lungs and develop respiratory diseases, and accidental danger is always present.

Psychological: Depressed due to poverty and lack of opportunities that can lead to a better life.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Generally speaking, their movement is free.

12. What are the environments in which they work?

They work largely in small scale manufacturing environments which are not well-organized hence become breeding places for all types of diseases.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Mostly [REDACTED].

14. (For each good), what is the typical age/gender of individuals producing the good?

No reliable estimates of the age of workers.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor and vulnerable groups of the society. Most poor are also less educated and/or illiterate hence they have no or very little options available to them. That's what is meant by vulnerability.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

No reliable estimates

## Type 1 Interviews

### Pakistan

**Interview # 34**

**Name:** [REDACTED] (a Journalist and an Intellectual)  
**Position:** Executive Director  
**Organization:** [REDACTED]  
**Location:** [REDACTED]  
**Date:** 11:35 am., April 15, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No forced child labor. Child labor is involved in almost all the processes of bangle making. The families are compelled by their financial needs. Child labor is also a result of people's ignorance about child rights. Child is the worst victim of all the ills of the society.

Researcher's Note: The interviewee is consultant of [REDACTED] for a project/research sponsored by an Irish organization.

2. What good(s) do they produce?

Glass Bangles.

3. Are goods for domestic consumption or export?

Mostly Domestic

4. Who employs them? Please explain the employer.

Child labor does not work in registered and large scale factories. They work in the informal sector at homes and small factories that are not registered.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Interpersonal contacts with relatives, friends, neighbors and contractors. Most children work in the home-based environment.

12. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not applicable.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not Applicable in this sector.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Children are not paid for their work instead parents receive the salary (mostly fathers). Peshgi is given on the request of the employee and deducted over a period of time mutually agreed between the parties.

9. What tasks do they perform?

Answered in 1 above. No further information was given.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Allergy, lung problems, sexual harassment in factories is possible, malnourishment, eye problems and general weakness.

Psychological: Lack of initiative/creativity, low confidence level, socially non-vibrant, apolitical and asocial, isolated, depressed, poor communication skills, verbally abused and physically beaten by the employer.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

No coercion from the employer. Decision rests with the parents; the child cannot decide by himself whether to leave the job or continue.

12. What are the environments in which they work?

Congested, unhygienic, no safe drinking water and inadequate ventilation.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

██████████ Urban localities.

14. (For each good), what is the typical age/gender of individuals producing the

good?

9 plus boys and girls. More boys than girls.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Urdu speaking families migrated from [REDACTED] India living in different localities of [REDACTED]

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

In thousands in this sector

## Type 1 Interview Note

### Pakistan

**Interview # 35**

**Name:** [REDACTED]

**Position:** Additional Director

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 01:15 and 08:15 pm, April 16, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No forced child labor only home-based work. The children perform the following tasks:

Leveling, joining, cutting for decoration and attaching ornaments, gold coating, baking, counting and packing.

2. What good(s) do they produce?

Glass Bangles.

3. Are goods for domestic consumption or export?

Domestic.

4. Who employs them? Please explain the employer.

Self-employed. In the past, women and children used to work at factories.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Children are only working at home for their own families.

13. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A in this sector.

12. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

No. Some percentage of children work to help their parents pay-off debt.

13. What tasks do they perform?

Leveling, joining, cutting for decoration and attaching ornaments, gold coating, baking, counting and packing.

14. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Excessive heat, eye problems, bad sitting postures resulting in backache and indigestion, general weakness, poor ventilation, congested workplaces, all in all no proper living.

Psychological: Away from nature, monotonous job, distressed, deprived from play and any other outing, away from friends, sense of inferior complex, vindictive, addiction to Pan, Gutka and Smoking.

15. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Negligible, only in some cases. Isolated cases of coercion from parents have surfaced overtime.

12. What are the environments in which they work?

Living like animals with little or no facilities that are supposed to be available to human beings of our times: filthy, dark, congested, unhealthy, etc.

17. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban slums of [REDACTED]

18. (For each good), what is the typical age/gender of individuals producing the good?

Both boys and girls of 6 plus age.

19. What specific groups of people are more vulnerable to engagement in forced labor

and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor of urban slums

20. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

No authentic figures are available. There is a need for a comprehensive door to door survey to ascertain exact number of families and children involved in the bangle making industry, if any serious planning is to be done.

## Type 1 Interview Note

### Pakistan

**Interview # 36**

**Name:** [REDACTED]

**Position:** Journalist

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 06:10 pm, April 16, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No forced child labor.

Leveling, joining, coloring, printing, counting and packing.

2. What good(s) do they produce?

Glass Bangles.

3. Are goods for domestic consumption or export?

Domestic consumption and export to UAE.

4. Who employs them? Please explain the employer.

a. Work for parents and families.

b. Working at shops are employees of contractors.

5. How do they come to be involved in these occupations/activities? Please explain the process.

a. A small child sees his/her elder family members doing the work at home all the time. Slowly and gradually s/he also starts doing the work. This is a natural process and does not require any explanation.

b. Professionals already involved in the business are approached by the parents for a job of their children. These families are in this business for generations.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

a. No forced child labor

b. Debt can be a case to a certain extent but, does not take form of bondage.

7. How is trafficking in persons related to forced labor and/or child labor in the

<p>production of goods, if at all?</p> <p>N/A in this sector.</p>
<p>8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.</p> <p>Parents receive salaries of their children Monthly income income was not known to the interview, however, he stated that something like Rs. 3 and Rs. 4 are paid for leveling and joining 320 bangles respectively. So the monthly income would depend on how many sets of 320 bangles a person has leveled and/or joined.</p> <p>9. What tasks do they perform?</p> <p>Leveling, joining, coloring, printing, counting and packing.</p> <p>10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?</p> <p>Physical: Finger cuts, inadequate ventilation, weak eye sight, chemicals effect skin, lung and breathing problems, contagious diseases break-out due to proximity, unhygienic, congested, bad postures effect backbone and knee joints, and hindered growth.</p> <p>Psychological: Scolding by the employer, deprivation of Education, inferiority complex, general sense of deprivation, no time to play and do extra-curricular activities, underdeveloped minds.</p> <p>11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.</p> <p>No coercion from the employer. Children are not free to leave the job. In our society any child who does not obey the parents is considered insolent and has to undergo admonishment at the hands of all the relatives and even beating by the parents.</p> <p>12. What are the environments in which they work?</p> <p>A place in a house devoted for this purpose with a radio running all the time. At shops, children are doing their work amidst all other activities. Excessive heat, stench, congested and inadequate ventilation.</p> <p>13. In what regions of the country do they work? Do they work in cities or in rural</p>

areas?

Urban areas of [REDACTED].

14. (For each good), what is the typical age/gender of individuals producing the good?

Both boys and girls of 12 plus age work at home. Only boys work at shops.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All poor living in [REDACTED] slums.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

5000-6000 in this sector

# Rag Picking

## Type 1 Interview Note

### Pakistan

#### Interview # 37

**Name:** [REDACTED]

**Position:** Chairman

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 01:20 pm, April 22, 2008

**Brief Description of the Organization:** [REDACTED] is an institution which has been brought about as part of the [REDACTED] Plan of 2002. 25 community members can form a [REDACTED] which is registered with the [REDACTED]. Once registered [REDACTED] can come up with any proposals for which it generates 20% equity and the remaining 80% comes from the District Government. The Federal government makes a block allocation to every district of Pakistan for encouraging communities to form [REDACTED]. This particular [REDACTED] was funded by [REDACTED] under its [REDACTED] project. [REDACTED] is not an [REDACTED] per se but it is a community [REDACTED] or [REDACTED].

1. In what occupations/activities do forced labor or child labor victims work?

Some percentage of rag pickers can be considered as forced child labor due to father's drug addiction or father runs a 'Kuchra Kundi' It is a place where children bring and sell whatever they collect.

Metal (with magnets from drains), card board, bone, glass, plastic, shopper, clothe, electric wires, and hospital waste [syringes, bags, plastic pipes].

2. What good(s) do they produce?

All the above items being collected by the rag pickers are recycled into similar products.

Hospital Waste: Entire Hospital waste is reused.

Clothe: Washed and reused by automechanics and for general car cleaning.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

Work for parents

5. How do they come to be involved in these occupations/activities? Please explain the process.

Through interaction with other children living in the same locality.

7. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Minority of the rag pickers form part of forced labor.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Payment is made as soon as the items are sold. Younger children give the entire sale proceeds to the parents while older children keep some portion of it with themselves. There is no fixed rate. The payment is dependent upon two factors the quantity and the nature of collection. For example, price for one kg of iron is different from one kg of paper and so on. Average income per day varies between Rs. 50 to 70.

9. What tasks do they perform?

They collect metal (with magnets from drains), card board, bone, glass, plastic, shopper, clothe, electric wires, and hospital waste [syringes, bags, plastic pipes].

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Road accidents, drowning in large drains and gutters; HIV/AIDS, Hepatitis B & C, cuts on hands/feet, sexual abuse, and electric shock.

Psychological: Limited thinking, mind their own business, aloof from others, fearful, rejected and dejected.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Most children are free to leave.

12. What are the environments in which they work?

They work under inhuman conditions like animals.

17. In what regions of the country do they work? Do they work in cities or in rural areas?

Both urban and rural areas of all towns and cities of Pakistan.

18. (For each good), what is the typical age/gender of individuals producing the good?

Both boys and girls start at the age of 5 years plus.

19. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Pushto speaking mostly Afghan migrants.

20. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

No idea

## Type 1 Interview Note

### **Pakistan**

**Interview # 38**

**Name:** [REDACTED]

**Position:** Country Manager

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 10:00 am, April 25, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No Forced Child Labor. Only 10-15% child labor is due to poverty. The remaining 80-85% is either due to parents' future concern about their children or parents want to give skill training to their children. Parents of poor class do not link education with economic well being.

Child laborers collect: Paper, Plastic, Metal and Glass. They also collect wood for their own use.

2. What good(s) do they produce?

The items collected are either recycled or reused.

Paper: Recycled = Paper, card board, etc

Metal: Metal is sold to shops which deal in second-hand items

Plastic: Recycled = slippers, auto spare parts.

Glass: Recycled = All sort of items

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

Sweepers and janitorial staff of different departments and town municipality. Child labor help them in the collection of garbage for which they are paid by these sweepers/janitors. This is what I have seen happening in Peshawar. Children of 6-10 years of age do this work.

5. How do they come to be involved in these occupations/activities? Please explain the process.

There is no formal or established method of the child labor's involvement. These

children live in poor localities and so do the sweepers/janitors. Result of day to day interaction.

8. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

12. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Rs. 10-20 per day. (14-28 cents USD)

13. What tasks do they perform?

Child laborers collect: Paper, Plastic, Metal and Glass. They also collect wood for their own use.

14. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Cuts on hands/feet, dog bite, skin diseases, stomach problems, all forms of contagious diseases and even Hepatitis B & C and HIV/AIDS.

Psychological: Low self-esteem, vulnerable to violence and gang fights.

15. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

- a. Not free—cannot say ‘No’ to parents.
- b. If they do not want to do this labor, they have to come up with an alternative.
- c. They are forced to continue this labor as other options are not available.

12. What are the environments in which they work?

Words fall short to explain the deadliness of hospital waste. They labor in the most hazardous and polluted environment.

21. In what regions of the country do they work? Do they work in cities or in rural areas?

Similar patterns and dynamics of rag pickers in [REDACTED] and [REDACTED]. However, child rag pickers are found in every city of Pakistan. This is essentially an urban phenomenon.

22. (For each good), what is the typical age/gender of individuals producing the good?

Mainly boys who start at the age of 4 plus and continue until 11/12 years after which they open their own Kuchra Kundies.

23. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Pushto speaking poor communities including Afghan refugees.

24. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Though no figures are available from any research, it is estimated that approximately 0.5 million children are involved in this form of child labor.

## Type 1 Interview Note

### Pakistan

#### Interview # 39

Name: [REDACTED]

Position: Executive District Officer (Community Development)

Organization: [REDACTED]

Location: [REDACTED]

Date: 12:00 noon, April 23, 2008

1. In what occupations/activities do forced labor or child labor victims work?

In reality the children are forced by poverty and illiteracy of their families. However, all illiterate and poor people do not engage their children in child labor so there has to be some other causes for it. Perhaps the parents are not fully aware of the hazards of this work.

Children involved in Rag Picking collect everything that is of some value and for which there is a buyer.

2. What good(s) do they produce?

Whatever is collected is either reused (most hospital waste is reused which is extremely dangerous for the health of all) or recycled to produce similar products, e.g., iron is bought by the furnace owners; paper is recycled into paper, etc. and so on.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

Children work for their parents.

5. How do they come to be involved in these occupations/activities? Please explain the process.

As a child we all do what we see happening around us. Similarly these children are raised in a family which is involved in Rag Picking work/business.

9. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A in this sector.

16. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Even though payments are received by the children but these are transferred to the parents. Children may get Rs. 5-10 in return for their labor.

17. What tasks do they perform?

Rag Picking children collect everything that is of some value and for which there is a buyer.

18. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: They are exposed to all forms of diseases, including HIV/AIDS, Hep-B & C, and all sorts of mishaps and accidents. After all these children are out of their houses and are on the roads where anything can happen including accidents, animal bite, physical beating and even sexual abuse.

Psychological: Dejected and consider themselves inferior to others.

19. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

It is not possible for a small child to refuse to his/her parents—they are not free to leave their workplaces.

12. What are the environments in which they work?

Environments are such that they make the victims vulnerable to all the physical and psychological illnesses and accidents.

25. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban areas of all big cities of Pakistan.

26. (For each good), what is the typical age/gender of individuals producing the good?

Both boys and girls start working at the age of 5-6 years. Girls stop working outside their houses when they reach 12 years of age while boys continue until 15/16 years of age and then move to some other profession.

27. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All poor.

28. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

400,000 This is the estimated number stated by the interviewee.

## Type 1 Interview Note

### Pakistan

**Interview # 40**

**Name:** [REDACTED]

**Position:** Resident Director

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 10:30 am, April 23, 2008

**Brief Description of Organization:** The organization is the regional office of the [REDACTED]. This organization teaches various courses relating to fine arts to university students.

1. In what occupations/activities do forced labor or child labor victims work?

Definitely some percentage of children is coerced in to Rag Picking by their parents, relatives and guardians—whichever applies. I believe this is forced labor. Neither parents nor children have any awareness about the lethal effects of this work. Children pick and collect anything and everything that can be either reused or recycled.

2. What good(s) do they produce?

From Metal to broken pieces of Glass, Plastic, Paper and even Hospital Waste (Syringes, Bottles, etc.) are collected by the child labor that are either reused or recycled into similar products.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

Children work for their parents.

5. How do they come to be involved in these occupations/activities? Please explain the process.

It is very simple what these children see happening from day one and until they are old enough to become Rag Pickers themselves at 5 plus age. So this is essentially a learnt response and also persuasion on the part of parents.

10. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Those children who are not living with their parents (are orphans or abductees) they are for sure forced to work.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

I believe some in-country trafficking does exist. Children come all different places.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Daily earnings go to the parents/guardians etc. while the children may be given Rs 5-10 (US\$ 8 to 16 cents) as an incentive.

9. What tasks do they perform?

Children pick and collect anything and everything that can be either reused or recycled.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: They are vulnerable to all forms and shapes of health hazards, possibility of sexual abuse, physical beating by parents/guardians, vehicular accidents, falls, dog bite, gang fights and malnutrition.

Psychological: Uneducated, illiterate, poor, hindered mental growth, inferiority complex, confused and revengeful.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Those who are living with and working for their own families may be considered partly free to leave. Others, who are living with guardians or relatives are not free to leave.

12. What are the environments in which they work?

Inhuman

Researcher’s Note: Since, the lady is an intellectual she simply said that the

children work under inhuman conditions which means hard weather conditions and dealing with all kind of filth and infectious materials.

29. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban areas of all big cities of Pakistan.

30. (For each good), what is the typical age/gender of individuals producing the good?

Both boys and girls start working at the age of 3-4 years and up to 15 years.

31. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All poor.

32. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

800,000 The entire country

## Type 1 Interview Note

### Pakistan

#### Interview # 41

Name: [REDACTED]

Position: Director

Organization: [REDACTED]

Location: [REDACTED]

Date: 11:00 am, April 12, 2008

1. In what occupations/activities do forced labor or child labor victims work?

All types of picking and sorting.

2. What good(s) do they produce?

Reuse: Glass bottles, Iron cans/jars, electric items, etc.

Recycle: Glass, paper, bones, card board, and plastic.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

a) Self-employed

b) Nomads work with other family members.

c) Immigrants/refugees are brought by the owners of 'Kuchra Kundi'. It is a place where the children take and sell their collection of material which they pickup from the garbage.

5. How do they come to be involved in these occupations/activities? Please explain the process.

a) Nomads' family business.

b) Immigrants/Refugees are those who are known to the owners of 'Kuchra Kundi'.

11. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Immigrants/Refugees are Bonded child laborers.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

<p>In-country trafficking but, no sale or purchase as such.</p>
<p>12. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.</p> <p>Payment are received on daily basis and handed over to the parents. Mostly bonded.</p> <p>13. What tasks do they perform?</p> <p>All types of picking and sorting.</p> <p>14. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?</p> <p>Physical: Gang wars, Heavy loads to carry, torture, hospital waste can cause any serious disease, sharp objects cut hands/feet, dog bite and extremely poor hygiene.</p> <p>Psychological: Exposed and fearful of all types of abuse including physical and sexual.</p> <p>15. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.</p> <p>Coercion for the immigrants/refugees by their contractors.</p> <p>12. What are the environments in which they work?</p> <p>Unhygienic and unhealthy; very hot in summer and cold in winter; and exposed to all kinds of diseases and accidents.</p> <p>33. In what regions of the country do they work? Do they work in cities or in rural areas?</p> <p>Urban areas of all big cities of Pakistan.</p> <p>34. (For each good), what is the typical age/gender of individuals producing the good?</p> <p>Both boys and girls of 5 years plus age. 80% boys and 20% girls.</p>

35. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Pakistani nomads and Afghan refugees.

36. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

More than 50,000 This sector and the entire country

## Type 1 Interview Note

### Pakistan

**Interview # 42****Name:** [REDACTED]**Position:** Assistant Manager**Organization:** [REDACTED] working on [REDACTED]. This is a medical term called "[REDACTED]". [REDACTED] is a local NGO**Location:** [REDACTED]**Date:** 02:45 pm, April 21, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Wouldn't call it forced child labor; they are forced by circumstances. However, they are exploited by the buyers.

They collect: Bone, Plastic, Metal, Rubber, Glass, Hospital Waste, etc.

2. What good(s) do they produce?

Glass: Recycled = Crockery etc.

Bone: Recycled = Meal for plants and animal feed

Plastic: Recycled = crockery, etc.

Metal: Recycled in Iron Furnace

Hospital Waste: Reused = Shringes are washed and reused., Recycled = Drips and other bags into similar products.

Rubber: Slippers, cycle tyres, etc.

Paper: Recycled = Paper etc.

Bone: Recycled = Salt extraction Sulphur and Phosphors and other industrial products.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

Self-employed to work for their parents/families.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Outcome of the training they have received from the parents. This is a learned response based on daily observation.

12. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Yes they are forced laborer as they do not have the option to refuse.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Trafficking is suspected. Requires further probe. So far no incident has been reported formally.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

No, payments are handed over to the parents. They receive daily pocket money of Rs 5-10. From 8 to 16 cents USD.

9. What tasks do they perform?

They collect: Bone, Plastic, Metal, Rubber, Glass, Hospital Waste, etc.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: They wear rubber shoes which cause Ring Worm, Fungal Infections and Wound Decays caused by falls. Skin diseases (Scabies), needle pricks can cause any deadly disease.

Psychological: Exposed to verbal, physical and sexual abuse; scolding and beating by the parents.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

Beating by the parents if a child refuses to do the job. This opinion is based on the interviews conducted in the past with the parents and the victims.

12. What are the environments in which they work?

They work under hostile environment that exposes them to all kinds of diseases and accidents.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban areas of all towns and cities of Pakistan.

14. (For each good), what is the typical age/gender of individuals producing the good?

Boys and girls of 4 plus age start doing the job which continues.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Afghan Migrants

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Approximately 1,000,000 Rag Picker child labor in the country.

## Type 1 Interview Note

**Interview # 43**

**Name:** [REDACTED]

**Position:** Project Coordinator

**Organization:** [REDACTED]

**Location:** [REDACTED]

**Date:** 12:00 noon, April 22, 2008

1. In what occupations/activities do forced labor or child labor victims work?

Not Forced Child Labor.

They collect: Paper, Bone, Plastic, Shoppers, Wires, Metal, Clothes, Rubber, Glass, Oil, Seeds and Hospital Waste [syringes, bags, needles and incisors.

2. What good(s) do they produce?

Paper: Recycled = Paper, card board, etc

Metal: Recycled in Iron Furnace

Plastic: Recycled = hangers, crockery, slippers, etc.

Bone: Gelatine powder, medicines, etc.

Clothe: Reused = in quilts, comforters, pillows and cushions

Glass: Recycled = Crockery etc.

Hospital Waste: Reused = Shringes and bottles

Wires: Recycled = Metal is separated and recycled as metal for various products.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

One child per family works for the owner of 'Kuchra Kundy' (it is a place where children take their collection and sell it) who is either paid a monthly salary or works on commission. His main task is to get more and more waste for his employer. Overwhelming majority of rag pickers are self-employed.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Through interaction with other children living in the same locality.

13. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

N/A

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

12. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Receive daily payments which they transfer to their parents. The interviewee does not have any specific information about the amount.

13. What tasks do they perform?

They collect: Paper, Bone, Plastic, Shoppers, Wires, Metal, Clothes, Rubber, Glass, Oil, Seeds and Hospital Waste [syringes, bags, needles and incisors.

14. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: Cuts on hands/feet, dog bite, skin diseases, stomach problems, HIV/AIDS, Hepatitis B & C, all contagious diseases.

Psychological: Depression, clever, more mature than children of their age, hindered mental outlook, illiterate, unskilled, inferiority complex and faraway from being a child.

15. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

██████████ work is an example of children’s free mobility out of rag picking with some awareness building of parents and provision of skill development and/or education opportunities.

12. What are the environments in which they work?

Very cold in winter and extremely hot in summer; unhygienic and unhealthy; exposed to all kinds of diseases; Heavy loads of work; long hours; no vacation; no outing; no playing facilities; unhealthy food; and contaminated water.

17. In what regions of the country do they work? Do they work in cities or in rural

areas?

Both urban and rural areas of all towns and cities of Pakistan.

18. (For each good), what is the typical age/gender of individuals producing the good?

Boys between the ages of 5 to 13/14.

Girls between the ages of 5 to 10/11.

19. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Pushto speaking poor communities including Afghan migrants and gypsies. More boys than girls.

20. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

More than 100,000. the entire country

## Type 1 Interview Note

### Pakistan

**Interview # 44****Name:** [REDACTED]**Position:** Psychologist**Organization:** [REDACTED]**Location:** [REDACTED]**Date:** 02:30 pm, April 23, 2008**Brief Description of Organization:** [REDACTED] is an NGO working on Child Sexual Abuse.

1. In what occupations/activities do forced labor or child labor victims work?

No Forced Child Labor.

Activities are related to picking and collection of: Syringes, Bottles, Plastic, Shoppers, Metal and Glass. They also pick food items for their own consumption while they are at work.

2. What good(s) do they produce?

Through a chain of sellers and buyers the items reach the producers who either recycle them into similar items or prepare them for reuse.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

- a. Parents
- b. Owners of 'Kuchra Kundi' a place where children take and sell their collection
- c. Other wholesalers
- d. Private hospitals and clinics staff

5. How do they come to be involved in these occupations/activities? Please explain the process.

- a. For children who are working for their parents it is a 'Learnt Response'
- b. Owners of 'Kuchra Kundi' and wholesalers approach children through their existing employees and other contacts to expand their business.
- c. Staff of private hospitals and clinics approach these Rag Pickers for the return of hospital waste so that the income of the hospital can be augmented through savings.

14. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

No forced child labor but, coercion from the parents.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

This is quite possible but, do not have any knowledge about its presence and dynamics.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Parents get the payments through children. Daily payments but, amount is not known

9. What tasks do they perform?

Activities are related to picking and collection of: Syringes, Bottles, Plastic, Shoppers, Metal and Glass. They also pick food items for their own consumption while they are at work.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: cuts on hands/feet, skin diseases, expired food, diarrhea, Hep B & C, Malaria, other diseases, malnourished, physical abuse, sexual abuse, road accidents and animal bite.

Psychological: Child does not belong to this place where s/he is doing rag picking, unaware of the norms and values, hindered mental growth, socialization impaired, strong defence mechanism, vulnerable, parents have loose control of their children, irritable, selfish, revengeful, destructive mind and drug addiction.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

No. Parental coercion.

12. What are the environments in which they work?

Even animals live in better environments. What is good about the environment??  
There is very bad.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Anywhere. Concentration is in urban areas.

14. (For each good), what is the typical age/gender of individuals producing the good?

Boys from 5 years to 17 years and Girls from 5 years to 15 years.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

All poor.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

10% of the total children population of Pakistan. The total children (up to 18 years) population is 43%. 10% of the total children population up to 18 years of age in the country.

## Type 1 Interview Note

**Interview # 45**

**Names:** [REDACTED] and [REDACTED].  
The [REDACTED]

**Position:** Journalists

**Organizations:** [REDACTED]

**Location:** [REDACTED]

**Date:** 04:00 pm, April 23, 2008

1. In what occupations/activities do forced labor or child labor victims work?

The child labor is forced by poverty.

The Rag Pickers collect Hospital Waste (Syringes and Bottles), metal, glass, used bottles, and anything that can be recycled and reused.

2. What good(s) do they produce?

Some items are reused while others are recycled.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

a) Self-employed and work for their parents.

b) Abductees, refugees and orphans work for the exploiters who can be abductors, relatives and guardians

c) Children also work for the 'Kuchra Kundi' owners. Kuchra Kundi are large garbage collection points where rag picking children bring their collection for sale. The owners of these Kuchra Kundi then sell these items separately to those who either recycle it or process them for reuse.

5. How do they come to be involved in these occupations/activities? Please explain the process.

These children come to be involved in this profession through interpersonal contacts. Kuchra Kundi owners approach these children through adult workers and other people who are working in the related business/profession.

15. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Generally speaking education is not a preference in the poor class. Poor families tend to engage their children in different earning opportunities from their childhood. So in case of children working for their parents there is no forced child labor. However, in cases of orphans or abductees it is forced child labor.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

N/A

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

No. All earnings are handed over to the parents, guardians and exploiters.

9. What tasks do they perform?

The child Rag Pickers collect Hospital Waste (Syringes and Bottles), metal, glass, used bottles, and anything that can be recycled and reused.

10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?

Physical: cuts on hands/feet, Hep B & C, cancer, tuberculosis, children become carriers of all sorts of diseases, vehicular accidents, dog bit, and even sexual abuse.

Psychological: No moral values, low morale, shattered confidence, weak character, victims of sexual abuse, inferiority complex, and cannot differentiate between good and bad.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

They are not free to leave.

12. What are the environments in which they work?

- Face rough and tough weather conditions
- Unhygienic and unhealthy life

- Life threatening conditions
- Exposed to all the evils of the society

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban areas of all cities of the country.

14. (For each good), what is the typical age/gender of individuals producing the good?

Both boys and girls start at the age of 5 plus.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Gypsies, Refugees and Poor.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Anywhere from 1 million to 1.5 million rag picking children in Pakistan.

**Type 1 Interview Note**

**Pakistan**

**Interview # 46**

**Name:**

[REDACTED]

**Position:**

Project Director

**Organization:**

[REDACTED]

**Location:**

[REDACTED]

**Date:**

01:00 pm, April 30, 2008,

1. In what occupations/activities do forced labor or child labor victims work?  
Please explain what items do the child labor pick/collect.

Not forced child labor. Poor children collect waste of all types and nature including, hospital waste. Other materials are related to metal, plastic, paper, glass, shoppers, etc.

2. What good(s) do they produce?

Whatever materials these rag picking children collect they sell it to the owners of small depots who sell them onward either for reuse or recycled into similar products.

3. Are goods for domestic consumption or export?

Whether it is reused or recycled it is for domestic consumption.

4. Who employs them? Please explain the employer.

They are employed with garbage depot owners and also work within a family setup. In the latter case the children collect and bring the material home, segregate it and then an elder member of the family (mostly father) sells the material to the depot owners.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Children involved in rag picking mostly live in the same locality which becomes a natural choice for any new comer.

6. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not applicable

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not applicable

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Parents are the ultimate beneficiaries of their children's labor.

Researcher's Note: As a follow-up question, the interviewee is out of country, therefore, the researcher is addressing the comment based on his research experience: The children are paid on daily basis by the depot owners/owners of kuchra kundi based on the quantity and type of things collected. The average daily income remains under US\$ 1.

9. What tasks do they perform?

They collect waste of all types and nature including, hospital waste. Other materials are related to metal, plastic, paper, glass, shoppers, etc.

10. What physical and psychological risks do they or family members face? (Are other elements of "menace of penalty" present)?

Physical: Extremely cold in winter (below 0°C) and very hot in summer, hospital waste can cause any disease from minor infections to even Hepatitis (B & C) and HIV/AIDS, and they are at risk of being physically and sexually abused.

Psychological: Low morale, sense of deprivation, illiterate, lack of opportunities in life and not so useful member of the society.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

No. There is an element of coercion from the parents.

12. What are the environments in which they work?

These children work directly under the sun during summer and in winter. They are exposed to all the hardships of rough weather from scorching heat in summer to unbearable cold in winter. They inhale the polluted air, drink contaminated

water and live with germs.

13. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban localities of all cities of Pakistan.

14. (For each good), what is the typical age/gender of individuals producing the good?

Most garbage picking boys are 5-16 years old.

Children as young as 5 year are seen collecting garbage from the streets. Mostly boys.

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor and illiterate boys and girls. However, it is felt that most of these children belong to the Pushto speaking community. Many children belong to the Afghan refugee community.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good in the entire country?

Any where from 200,000 to 400,000 all across Pakistan

## Type 1 Interview Note

### Pakistan

#### Interview # 47

**Names:** [REDACTED]

**Position:** Employers

**Organization:** These and 12 other employers (total 20) have shops in a joint garbage collection point called 'Kachra Kundi' where all the Rag Picker Children bring their collection for selling.

**Location:** [REDACTED]

**Date:** 01:30 pm, April 21, 2008

1. In what occupations/activities do forced labor or child labor victims work?

No forced child labor, at least not from us. Parents do ask their children to do Rag Picking due to poverty, however, if the child refuses to do it parents do not force them. Children collect the following items:

Glass, Cement Sack, Synthetic Sack, Paper/Card Board etc., Shopper, Metals, Plastic, Rubber, Leather and Bone

2. What good(s) do they produce?

Glass: Recycled = crockery, window pane, bottles, decoration pieces, etc.

Metal: Recycled in Iron Furnace

Plastic: Recycled = Shredded and mixed with chemical which softens it and then used in pillows, cushions, quilts etc.

Leather & Rubber: Used in Brick-kilns

Synthetic Sack

Recycled = Bicycle paddle, hangers, thread reels, rubber toys, etc.

Card Board & Paper: Recycled = Card Board, Paper and related products

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

They work for their families and parents.

5. How do they come to be involved in these occupations/activities? Please explain the process.

These children see and observe their elder brothers and sisters and even their

<p>parents doing this work. This work is part of their lives from the time they are born. When the child attains the age of 5 plus s/he is asked by the parents to start rag picking.</p> <p>7. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)</p> <p>N/A Poverty is the cause of it.</p> <p>7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?</p> <p>N/A</p>
<p>12. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.</p> <p>Children bring their segregated collection to us for sale. We weigh the items separately in front of the child. Calculate the payment based on the rates for each items and make the payment then and there. Children handover their incomes to their parents. However, parents give Rs. 10 – 20 per (18 to 22 cents USD) day to their children as pocket money/incentive.</p> <p>13. What tasks do they perform?</p> <p>They collect: Glass, Cement Sack, Synthetic Sack, Paper/Card Board etc., Shopper, Metals, Plastic, Rubber, Leather and Bone</p> <p>14. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?</p> <p>Physical: Every possible disease and any kind of accident.</p> <p>Psychological: They do the dirtiest work possible likewise they feel extremely distressed.</p> <p>15. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.</p> <p>Free to leave whenever they want as they are self-employed.</p> <p>16. What are the environments in which they work?</p>

Please try to understand, these children deal with filth and garbage and in the process they themselves become the same. They work under the hot sun in summer and bear extreme cold during winter. They are exposed to all types of diseases and accidents, vehicular, drowning, animal attack, such as, dog bite, eve sexual assaults are not out of question.

17. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban areas of all towns and cities of Pakistan.

18. (For each good), what is the typical age/gender of individuals producing the good?

Boys start working from the age of 5/6 years.

19. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Pushto speaking

20. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

20,000-25,000 in [REDACTED] and [REDACTED] alone. Confirmed

## Type 1 Interview Note

### Pakistan

**Interview # 48**

**Name:** [REDACTED]

**Position:** District Education Officer (Women Development)

**Organization:** [REDACTED]

**Location:** Government Office [REDACTED]

**Date:** 02:50 pm, April 22, 2008

1. In what occupations/activities do forced labor or child labor victims work?

50% Forced child labor not due to parents' or buyers' coercion but, because of poverty and illiteracy of parents.

Rag Picker children pick/collect almost everything including metals, shoppers, glass, plastic, etc.

2. What good(s) do they produce?

Things that are in tact, such as, syringes, shoppers, glass bottles are reused while broken things are recycled to produce similar items and more.

3. Are goods for domestic consumption or export?

Domestic consumption

4. Who employs them? Please explain the employer.

Self-employed

5. How do they come to be involved in these occupations/activities? Please explain the process.

Learn from elder brothers and sisters. Parents persuade them to become rag pickers and earn money for the family.

8. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

None of the above categories. They are victims of poverty and illiteracy.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

<p>Some percentage of children in Rag Picking are victims of trafficking resulting from abduction and being orphans. No information on where the children come from.</p>
<p>8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.</p> <p>Payment are received on daily basis and handed over to the parents. No.</p> <p>9. What tasks do they perform?</p> <p>Rag Picker children pick/collect almost everything including metals, shoppers, glass, plastic, etc.</p> <p>10. What physical and psychological risks do they or family members face? (Are other elements of “menace of penalty” present)?</p> <p>Physical: Skin diseases, HIV/AIDS, Hepatitis B &amp; C, diarrhea, and cuts on hands/feet.</p> <p>Psychological: Distressed, depressed, inferiority complex due to illiteracy, unskilled, very low status, fallen in vicious circle of poverty.</p> <p>11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.</p> <p>Coercion by parents.</p> <p>12. What are the environments in which they work?</p> <p>Unhygienic and unhealthy; very hot in summer and cold in winter; and exposed to all kinds of diseases and accidents.</p> <p>13. In what regions of the country do they work? Do they work in cities or in rural areas?</p> <p>Urban areas of all towns and cities of Pakistan.</p> <p>14. (For each good), what is the typical age/gender of individuals producing the good?</p> <p>Both boys and girls start at the age of 5 years plus.</p>

15. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Mostly Afghan refugees.

16. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good?

Not sure but, they are in thousands in Pakistan

## Type 1 Interview Note

### Pakistan

**Interview # 49**

**Name:** [REDACTED]

**Position:** Project Coordinator

**Organization:** [REDACTED]

and [REDACTED]

**Location:** [REDACTED]

**Date:** 09:00 am, April 13, 2008

1. In what occupations/activities do forced labor or child labor victims work?  
Please explain what items do the child labor pick/collect.

A majority of poor children are involved in rag picking, collecting hazardous recyclable waste materials.

Since the mobility of girls is very limited and they mostly work as domestic servants or as home based carpet weavers, few are involved in begging or garbage picking and due to early marriages; they are often involved in child rearing and other domestic responsibilities from a very young age.

According to [REDACTED] research report on “Garbage picking children of [REDACTED] high value items such as car batteries are sought after by most children, but are difficult to find. In contrast, 95% of garbage picking children collect paper and 75% collect medical waste each week. Other materials collected by these children include paper, bone, glass, metal, medical waste, plastic items, dry bread, plastic bags, wood, sacks etc.

2. What good(s) do they produce? Please explain the reuse and/or recycling of the items collected by the child labor. (e.g., paper is recycled to make paper and card board, broken glass is recycled to make different glass items, such as, jugs, window panes, decoration items, etc.)

The majority of garbage picking children sells their garbage to small depots who then sell large bales of sorted materials to wholesale depots and is sent for recycling purposes to [REDACTED] and [REDACTED].

3. Are goods for domestic consumption or export?

They are commonly used for domestic purposes.

4. Who employs them? Please explain the employer.

They are employed with garbage depot owners.

5. How do they come to be involved in these occupations/activities? Please explain the process.

Children involved in rag picking mostly live in the same locality which becomes a natural choice for any new comer.

9. If applicable, what type of forced labor or forced child labor is used? (i.e. debt bondage, indentured servitude, caste-based slavery, etc.)

Not applicable.

7. How is trafficking in persons related to forced labor and/or child labor in the production of goods, if at all?

Not applicable.

8. Are they paid for their work? If so, how? (i.e., in cash/kind). Also is the payment weekly, monthly or at the end of the season. Is it based on work done or is it peshgi (advance)? Mode and frequency of payments are both equally important.

Parents are the ultimate beneficiaries of their children's labor. Children are paid daily by the depot owners based on what they collect each day and sell to the depot owner. Daily payment depends on the quantity and also the type of materials collected. Each item has a different value. Generally, the daily payment varies from Rs. 40/- to Rs. 60/70. In USD it varies from 0.65 to 1. Whatever the child earns is handed over to the parents by the child at the end of the working day.

9. What tasks do they perform?

Rag picking, collecting hazardous recyclable waste materials.

10. What physical and psychological risks do they or family members face? (Are other elements of "menace of penalty" present)?

Physical: Most children cited problems with harsh weather. The temperature in [REDACTED] averages 32 – 35°C in summer, drops below 0°C (30°F) in winter and is prone to dust storms.

Children also reported problems carrying their garbage (refer to previous section on weight collected) and transport problems. Only 7% of garbage picking children have bicycles or donkey carts. The rest generally walk long distances as buses cost 5 rupees (US\$ 0.10) per ride, a significant cost on an income averaging

less than 60 rupees per day (less than US\$ 1). A few boys travel with municipal garbage trucks out to garbage dumps each morning, returning with their sorted garbage in the afternoon. This group of children is especially vulnerable since they are collecting medical waste and are also at risk of physical and sexual abuse, which places them at a high risk of infection from Hepatitis, HIV/AIDS and other STIs.

Psychological: They face sexual and physical abuse to health problems and drug addiction.

11. Are they able to leave their workplaces at will? (If so, are other elements of coercion present)? If not, how government can facilitate that? This is an important question, please give detailed response.

No In their culture and even in the entire Pakistani culture it is not accepted of a child to say 'No' to parents. Obviously, these children are working because their parents have asked them to do so.

12. What are the environments in which they work? (e.g., polluted with chemicals, inadequate ventilation, congested, dusty, etc.)

Harsh weather.<sup>32</sup> – 35°C in summer, drops below 0°C (30°F) in winter and is prone to dust storms.

17. In what regions of the country do they work? Do they work in cities or in rural areas?

Urban localities of all cities of Pakistan.

18. (For each good), what is the typical age/gender of individuals producing the good?

Most garbage picking boys are 5-16 years old.

The average age of a rag picker in [REDACTED] is less than 12 years.

19. What specific groups of people are more vulnerable to engagement in forced labor and/or child labor in the production of each good (e.g., boys versus girls, urban versus rural, indigenous/ethnic groups, etc.)

Poor boys and girls having larger number of siblings and having no opportunity to education are most vulnerable to engagement in child labor.

20. What is the estimated number/percentage of adults and/or children engaged in forced labor and/or child labor in the production of each good in the entire country?

Anybody's guess.

## Type 2 Interviews

### **Glass Bangles**

### Focus Group Notes

### **Pakistan**

**Location:**



**Date:** 5:30 pm April 14, 2008

**Sector:** Glass Bangles

**Group:** Focus Group Discussion #1

### **Participants:**

Sr. #	Name	Age	Gender	Education	Experience
1.		10	Female	III	2 year
2.		12	Female	III	1 year
3.		8	Female	II	1 year
4.		7	Male	II	2 year
5.		11	Male	III	3 year
6.		16	Female	III	3 year
7.		12.5	Male	III	2 year
8.		11	Female	III	3 year
9.		11	Female	II	2 year
10.		14	Female	III	2 year
11.		8	Male	II	2 year
12.		10	Male	II	8 year
13.		7	Female	II	2 year
14.		7	Female	II	2 year
15.		7	Male	I	1 year

### **Questionnaire**

1. In what occupations/activities do/did you/the child victim(s) work?

- a) 12 children are involved in Leveling.
- b) 03 children are involved in Joining

2. What good(s) do you/they produce?

Glass Bangles

3. What tasks do you/they perform?

Leveling and joining glass bangles

4. Who is your employer?

We work in our homes along with our parents.

5. How did you/they come to be involved in these occupations/activities?

Our parents ask us to work with them in our own homes.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

Parents of only 4 children have taken peshgi (advance) from the contractor. Parents receive cash payment from the contractor on completion of work.

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

N/A

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

Very hot in summer, hot flames burn facing towards the children, dark rooms with very little ventilation.

10. Are you/the child beaten/abused by the employer?

N/A

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

N/A (the children work with their parents).

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

N/A (the children work with their parents).

13. Are you/they able to leave your/their workplaces at will?

Parents allot them work everyday which the children have to finish the same day.

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

We work in our own houses.

15. How old are you?

Please refer to the table at the start of the questionnaire.

16. What is your education level? Whether he person is male or a female?

Please refer to the table at the start of the questionnaire.

17. Have/are your parents/children worked/working here?

Yes, our parents work with us at home.

18. Are you entitled to any kind of leave?

N/A

19. Are you on daily wages or monthly salary?

We are not paid for the work.

20. What is your aggregate monthly income?

N/A

21. Do you get annual salary increase? When did you get the last salary increase?

N/A

22. Have you developed any disease/impairment during your employment?

We get minor burns and cuts on our fingers and hands.

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue

here?

No

**Location:**

[REDACTED]

**Date:** 2:30 pm, April 16, 2008

**Sector:** Glass Bangles

**Group:** Focus Group Discussion #2

**Participants:**

Sr. #	Name	Age	Gender	Education	Experience
1.	[REDACTED]	11	Female	III	2 year
2.	[REDACTED]	10	Female	III	2 year
3.	[REDACTED]	7	Female	III	2 year
4.	[REDACTED]	12	Female	II	2.5 year
5.	[REDACTED]	12	Female	III	2.5 year
6.	[REDACTED]	12	Female	III	2.5 year
7.	[REDACTED]	14	Female	III	2.5 year
8.	[REDACTED]	14	Female	III	2 year
9.	[REDACTED]	16	Female	III	1 year
10.	[REDACTED]	15	Male	II	3 year
11.	[REDACTED]	13	Male	III	2 year

**Questionnaire**

1. In what occupations/activities do/did you/the child victim(s) work?

- a) 03 girls join three bangles with chemicals.
- b) 02 girls color the bangles.
- c) 01 girl grinds the bangles.
- d) 02 girls count the bangles
- e) 01 girl decorates bangles with ornaments
- f) 02 boys work at the small factory for counting and packing

2. What good(s) do you/they produce?

Glass Bangles

3. What tasks do you/they perform?

Joining, coloring, grinding, counting, decorating, packing the bangles.

4. Who is your employer?

Boys work for the small factory owner while all the girls work in their homes.

5. How did you/they come to be involved in these occupations/activities?

Girls work in their own homes while the boys were put on the job by their fathers.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

None of the girls get salary. Even boys do not get the salary; instead their fathers receive it.

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

N/A

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

Very hot in summer, broken pieces of bangles all around which cause cuts on fingers and feet, chemicals cause tears in eyes and dizziness.

10. Are you/the child beaten/abused by the employer?

N/A

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

N/A

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

N/A

13. Are you/they able to leave your/their workplaces at will?

No one wants to do this work but, they are compelled by the circumstances. They have to support their parents.

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

Girls work in their own houses while boys work in the nearby factory few minutes away.

15. How old are you?

Please refer to the table at the start of the questionnaire.

16. What is your education level? Whether he person is male or a female?

Please refer to the table at the start of the questionnaire.

17. Have/are your parents/children worked/working here?

Yes, our parents work with us at home. In case of boys, parents do not work with them.

18. Are you entitled to any kind of leave?

Girls = N/A

Boys = Boys get weekly salary based on the number of days worked. If they take leave the salary will be deducted.

19. Are you on daily wages or monthly salary?

Weekly salary calculated on the number of days worked.

20. What is your aggregate monthly income?

Girls = N/A

Boys = Do not know

21. Do you get annual salary increase? When did you get the last salary increase?

Girls = N/A

Boys = Do not know

22. Have you developed any disease/impairment during your employment?

Girls: Back ache, blisters on fingers, joint pain, fever, pain in neck, head ache, pain in ear, tears in eyes, and severe chemical burns.

Boys: Jaundice, skin diseases (blisters), dizziness, fever, cuts on fingers, weakness and knee joint pain.

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue here?

No

# Tannery

## Type 2 Interviews

### Focus Group Notes

#### Pakistan

**Location:** [REDACTED]  
**Date:** 07:48 pm April 5, 2008  
**Sector:** Tannery  
**Group:** Group Discussion #1

**Researcher's Note:** Contractor is a person who takes a bulk order from the tannery owner to do different processes on raw/semi-finished hides. These processes are done both within the tanneries and outside in a home-based environment.

#### List of Participants:

Sr. #	Name	Age	Education	Employer	Experience
1.	[REDACTED]	17	Basic Literacy	[REDACTED] Tannery	2.5 yrs.
2.	[REDACTED]	17	Basic Literacy	[REDACTED] Tannery	5 yrs.
3.	[REDACTED]	17	Basic Literacy	[REDACTED] Tannery	4 yrs.
4.	[REDACTED]	15	Illiterate	[REDACTED] Tannery	3 yrs.
5.	[REDACTED]	17	Illiterate	[REDACTED]	7 yrs.
6.	[REDACTED]	16.5	Basic Literacy	[REDACTED] Tannery	2 yrs.
7.	[REDACTED]	15	Illiterate	[REDACTED]	4 yrs.
8.	[REDACTED]	16	Illiterate	“	5 yrs.

1. In what occupations/activities do/did you/the child victim(s) work?

Tannery work

- Drying on hot plates. Washing in plain water mixed with salt.
- Loading/unloading, quality check with knives, bidding, stretching of hides, and separation of fat and meat from raw hide.
- Carrying heavy loads from store to painting and polishing shops upstairs and return to the stores.
- Neutralizing chemicals and pickling.

2. What good(s) do you/they produce?

- Processed leather (painted with machines).
- Polished leather

3. What tasks do you/they perform?

- a. Drying on hot plates. Washing in plain water mixed with salt.
- b. Loading/unloading, quality check with knives, bidding, stretching of hides, and separation of fat and meat from raw hide.
- c. Carrying heavy loads from store to painting and polishing shops upstairs and return to the stores.
- d. Neutralizing chemicals and pickling.

4. Who is your employer?

Contractors

5. How did you/they come to be involved in these occupations/activities?

They, the child laborers approached the contractor directly and through father, grandfather and friends.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

Tannery workers on weekly wages. Average salary 2000/- US\$33

workers on monthly as well as on daily wages. Average salary 2300/- US\$38

Advance is available to both types of child labor on request.

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

No

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

Tannery Workers: Fumes, lift's malfunction, lacquer polish shine and heat.

Workers: Stench, filth, humid, katcha streets and floors.

means a huge room within a large tannery that is used for stacking processed hides.

means unpaved, full of thick layer of mud.

10. Are you/the child beaten/abused by the employer?

Four children said that they have been verbally abused by the employer.

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

No threats, however, scolding and snubbing is normal when work is not done on time or properly. In case of damage, salary is deducted from the salary.

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

No food and shelter

13. Are you/they able to leave your/their workplaces at will?

Fee to leave

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

10 to 15 minute leisure walk.

15. How old are you?

See participant list.

16. What is your education level? Whether he person is male or a female?

All male. See participant list.

17. Have/are your parents/children worked/working here?

No, except one child had his father working with him.

18. Are you entitled to any kind of leave?

Tannery workers: No, salary is strictly based on working days and paid accordingly.  
[REDACTED] workers: Salary is not deducted on sick leave.

19. Are you on daily wages or monthly salary?

Answered in Question 6 above.

20. What is your aggregate monthly income?

Between US\$ 33 to 38. Answered in Question 6 above.

21. Do you get annual salary increase? When did you get the last salary increase?

Tannery Workers: Annual increase based on Rs. 5/- per day 0.08 USD

Workers: Rs. 100-200 annually. US\$ 1.66 to 3.33

22. Have you developed any disease/impairment during your employment?

No

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue here?

Never tried to find another job.

**Location:** [REDACTED]  
**Date:** 06:30 pm, April 7, 2008  
**Sector:** Tannery  
**Group:** Group Discussion #2

**Researcher's Note:** Contractor is a person who takes a bulk order from the tannery owner to do different processes on raw/semi-finished hides. These processes are done both within the tanneries and outside in a home-based environment.

### List of Participants

Sr. #	Name	Age	Education	Employer	Experience
1.	[REDACTED]	15	Grade III	[REDACTED] Tannery	2 yrs.
2.	[REDACTED]	16	Nil	[REDACTED] Tannery	5 yrs.
3.	[REDACTED]	16	Grade II	[REDACTED] Tannery	4 yrs.
4.	[REDACTED]	15	Nil	[REDACTED] Tannery	3 yrs.
5.	[REDACTED]	15	Nil	[REDACTED] Tannery	5 yrs.
6.	[REDACTED]	17	Nil	[REDACTED] Tannery	5 yrs.

1. In what occupations/activities do/did you/the child victim(s) work?

Tannery Work

- a. Separation of fat and meat from hides, washing, drumming and piling.
- b. Loading/unloading, separation of flesh from hides, oil preparation and spraying.
- c. Jacket stitching and hide splitting.
- d. Piling of heavy loads of hides in stores.
- e. Liming, drumming, spraying.
- f. Stitching, liming, drumming and spraying.

2. What good(s) do you/they produce?

- a. Participant #1, 2, 4, 5 and 6 produce finished leather.
- b. Participant #3 produce jackets.

3. What tasks do you/they perform?

- a. Separation of fat and meat from hides, washing, drumming and piling.
- b. Loading/unloading, separation of flesh from hides, oil preparation and spraying.
- c. Jacket stitching and hide splitting.
- d. Piling of heavy loads of hides in stores.
- e. Liming, drumming, spraying.
- f. Stitching, liming, drumming and spraying.

4. Who is your employer?

#1 Contractor, #2 tannery owner, #3 contractor, #4 contractor, #5 tannery owner and #6 tannery owner.

5. How did you/they come to be involved in these occupations/activities?

Found job: #1 through uncle, #2 directly, #3 through elder brother, #4 elder brother is a contractor, #5 directly, and #6 through elder brother.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

In the order of sequence: Daily wages, daily wages, fortnightly, monthly, weekly and daily wages.

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

N/A

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

- a. Knife, stench, cold in winter, wet, filthy, hot in summer, no proper ventilation.
- b. Slippery, large utensils for making oil, stench, hand burns/cuts due to chemicals, excessive smoke, not allowed to leave before time, heavy loading, black walls, wet sticky floors, fall down.
- c. Nothing
- d. Very hot, dirty, met, slippery and flu
- e. H<sub>2</sub>SO<sub>4</sub>, wet, burns and cuts, slippery, very hot and cold, falling down can cause injuries that do not heal quickly, gases/fumes, head aches and chest pain.
- f. Extremely dirty, slippery, falls down, injuries, very hot, stench, wet.

10. Are you/the child beaten/abused by the employer?

One child was abused by the employer and two were beaten by the employer.

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

Threatened of unemployment.

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

No food and shelter

13. Are you/they able to leave your/their workplaces at will?

Yes

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

10 to 15 minute leisure walk.

15. How old are you?

See participant list.

16. What is your education level? Whether the person is male or a female?

All male. See participant list.

17. Have/are your parents/children worked/working here?

No

18. Are you entitled to any kind of leave?

Except one who is on monthly salary, all others are not entitled to any type of leave.

19. Are you on daily wages or monthly salary?

Answered in Question 6 above.

20. What is your aggregate monthly income?

#1 Rs. 150-200 , #2 Rs.125, #3 Rs.450, #4 Rs.200, #5 Rs.200 and #6 Rs.150.

1. US\$ 2.5-3.33, 2. US\$ 2, 3. US\$ 7.5, 4. US\$ 3.33, 5. US\$ 3.33, and 6. US\$ 2.5 .

21. Do you get annual salary increase? When did you get the last salary increase?

Very little salary increase

22. Have you developed any disease/impairment during your employment?

#1 No, #2 chest pain, #3 weak eye sight, #4 no, #5 no, #6 itching in the body.

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue here?

Never tried to find another job.

# Surgical Instrument Manufacturing

## Type 2 Interview

### Focus Group Notes

#### Pakistan

**Location:** [REDACTED] This is a locality in the [REDACTED] city.  
**Date:** 11:13 am April 9, 2008  
**Sector:** [REDACTED]  
**Group:** Focus Group Discussion No. 1  
**Participants:** Child Laborers

#### List of Participants:

Sr. #	Name	Age	Education	Experience
1.	[REDACTED]	12 yrs	Nil	1 yr
2.	[REDACTED]	16 yrs	Grade 7	2 yr
3.	[REDACTED]	14 yrs	Nil	1.5 yr
4.	[REDACTED]	16 yrs	Grade 8	1 yr
5.	[REDACTED]	16 yrs	Grade 5	1 yr
6.	[REDACTED]	11 yrs	Grade 3	1.5 yr
7.	[REDACTED]	15 yrs	Grade 3	2 yr
8.	[REDACTED]	18 yrs	Grade 2	5 yr
9.	[REDACTED]	13.5 yrs	Grade 6	6 months
10.	[REDACTED]	17 yrs	Nil	1.5 yr
11.	[REDACTED]	16 yrs	Grade 5	7 yr

1. In what occupations/activities do/did you/the child victim(s) work?

Producing surgical instruments.

2. What good(s) do you/they produce?

All types of scissors and forceps.

3. What tasks do you/they perform?

- Four children do filing and shinning.
- Four children do fitting.
- Three children do grinding on stone wheel

4. Who is your employer?

Vendors. Vendors are people who have specialized themselves in certain instruments and

processes. They have developed their own small workshops. They take work in bulks from the factory owners/exporters and do various processes in their workshops. These workshops are situated in houses. Both the vendors and the child laborers are neighbors and come across each other every day.

5. How did you/they come to be involved in these occupations/activities?

They were employed in the following manner:

Employer (a neighbor) approached him, cousin took him to the employer (two child laborers), father left him at the workshop for training (three child laborers), elder brother (four child laborers), and maternal uncle.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

- [REDACTED] works in his brother's workshop and does not get salary.
- [REDACTED] elder brother works with him at the same workshop who takes his salary also.
- [REDACTED] father gets the salary.

7. Do you/the child owe a debt to your employer that you work to pay back?

- [REDACTED] and [REDACTED] fathers have taken loan from the vendor.
- Five child laborers have taken peshgi from the vendors and are bound to continue until the peshgi is paid off.

8. If so, how was this debt incurred?

- Two child laborers incurred debt for sisters' marriage.
- Two child laborers incurred debt for various family needs.
- One child laborer incurred debt for his father.

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

All the things mentioned in the question are present at the workshops which cause the following diseases and injuries: Finger injuries; any loose part of the instrument or the instrument itself can fly off and cause fatal injury; inhaling of iron dust causes lung diseases; working on stone wheel for grinding causes ear, nose and throat problems, eyes and lung problems; serious hand and finger injuries/bruises; chemical burns; and fumes cause cough and dizziness.

10. Are you/the child beaten/abused by the employer?

- Seven child laborers have been beaten by the employer with belt, slap, shos, and thick wooden stick.
- Six child laborers have been verbally abused by the employer.

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

If the job is not done properly in time the employer give threats of termination.

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

Only [REDACTED] gets food from the employer.

13. Are you/they able to leave your/their workplaces at will?

All of us are free to leave after settling the debt/peshgi.

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

--Seven child laborers live only 10 minute leisure walk away.

--One child laborer has to come cycling for 1.5 hours.

--Three child laborers have to walk for 30 minutes.

15. How old are you?

Please see the participant list.

16. What is your education level? Whether he person is male or a female?

Please see the participant list. All male.

17. Have/are your parents/children worked/working here?

No.

18. Are you entitled to any kind of leave?

We are only entitled to weekends and national holidays. If we take leave salary is deducted. We are not entitled to sick leave even.

19. Are you on daily wages or monthly salary?

--One child is on weekly salary

--Six children are on monthly salary

--Four children are working on contract/piece rate

20. What is your aggregate monthly income?

In the order of sequence:

Rs. 7000/-, 4500/-, 4000/-, 1000/- 6000/-, 4000/-, 5000/-, 2000/-, 4200/-, 2000/-, and 3000/-  
US\$ 117, 75, 67, 17, 100, 67, 75, 33, 70, 33 and 50

21. Do you get annual salary increase? When did you get the last salary increase?

No salary increase

22. Have you developed any disease/impairment during your employment?

Apparently, all of them looked well, however, some of them did complain of pain in the joints.

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue here?

-- [REDACTED] left the job but rejoined as the brother has started his own workshop.

-- [REDACTED] is trying to find a plumber job in the middle east.

-- [REDACTED] also wishes to leave the job to become a painter.

**Location:** [REDACTED]  
**Date:** 02:35 pm, April 08, 2008  
**Sector:** [REDACTED]  
**Group:** Focus Group Discussion No. 2  
**Participants:** Child Laborers

**List of Participants**

Sr. #	Name	Age	Education	Experience
1.	[REDACTED]	13 yrs	Grade III	2.5 yrs.
2.	[REDACTED]	15 yrs	Grade 5	2 months
3.	[REDACTED]	12 yrs	Grade 4	8 months
4.	[REDACTED]	13 yrs	Nil	5 yrs.
5.	[REDACTED]	16 yrs	Grade 5	2 months
6.	[REDACTED]	15 yrs	Grade 6	2 months
7.	[REDACTED]	12 yrs	Grade 2	1.5 months

1. In what occupations/activities do/did you/the child victim(s) work?

Filing, grinding, fitting, drilling and polishing.

2. What good(s) do you/they produce?

Pliers, forcesp, bone cutters, nail cutters, dental plier, clump and scissors.

3. What tasks do you/they perform?

Filing, grinding, fitting, drilling and polishing.

4. Who is your employer?

Vendors/contractors Vendors/contractor are people who have specialized themselves in certain instruments and processes. They have developed their own small workshops. They take work in bulks from the factory owners/exporters and do various processes in their workshops. These workshops are situated in houses. Both the vendors and the child laborers are neighbors and come across each other every day.

5. How did you/they come to be involved in these occupations/activities?

[REDACTED] has been forced by the father to work. All the children were employed with the vendor by their fathers.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

Monthly salary – see details – response #20.

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

N/A

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

Iron dust, dirty walls and floors, lamination due to grinding on stone wheel, hot in summer.

10. Are you/the child beaten/abused by the employer?

Five child laborers have been beaten by the employer.

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

No

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

Five child laborers get food only.

13. Are you/they able to leave your/their workplaces at will?

Yes

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

--Five child laborers have to walk for 5 minutes to reach the work place.

--One child laborers walks for 30 minutes

--One comes on public transport which takes about 1.5 hours.

15. How old are you?

See list of participants.

16. What is your education level? Whether the person is male or a female? All male

See list of participants.

17. Have/are your parents/children worked/working here?

No

18. Are you entitled to any kind of leave?

Weekends, national holidays and sick leave.

19. Are you on daily wages or monthly salary?

Monthly salary

20. What is your aggregate monthly income?

#1 Rs. 2500, #2 Rs. 1500, #3 Rs. 500, #4 Rs. 1000, #5 Rs. 1500, #6 Rs. 3000 and #7 Rs. 2500.  
US\$ 40 25 8 17 25 50 40

21. Do you get annual salary increase? When did you get the last salary increase?

Two child laborers who have completed a year said they got salary increase. The others have not completed a year.

22. Have you developed any disease/impairment during your employment?

Finger cuts, frictions, bruises and burns.

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue here?

Never tried to find another job.

## Rag Picking

### Type 2 Interview

### Focus Group Notes

#### Pakistan

**Location:**



**Date:**

10:30 am April 21, 2008

**Sector:**

Rag Picking

**Group:**

Focus Group Discussion No. 1

#### List of Participants:

Sr. #	Name	Age	Gender	Education	Experience
1.		11	Female	Grade I	6 year
2.		7	Female	Grade I	3 year
3.		10	Female	Grade I	4 year
4.		8	Female	Grade I	2 months
5.		11	Female	Grade I	5 year
6.		12	Female	Grade I	3 year
7.		12	Female	Grade I	1 year
8.		14	Female	Grade II	2 year
9.		14	Female	Grade II	1 year
10.		12	Female	Grade III	1 year
11.		12	Female	Grade III	1 year
12.		11	Male	Grade III	3 year
13.		10	Male	Grade II	5 year
14.		12	Male	Grade I	3 year

#### Questionnaire

1. In what occupations/activities do/did you/the child victim(s) work?

We go out early in the morning to collect everything including Paper, Plastic, Glass, Shoppers, Metal, Wood etc.

2. What good(s) do you/they produce?

Wood is used at home for fire. All other items are sold at the 'Kuchra Kundi' (a place where children take and sell their collection) who sell them onward to those who recycle the items and make new products.

3. What tasks do you/they perform?

In winter we start our day around 6 am and continue until 4 pm. Usually it takes us 1-2 hours to fill our sack with the collection which we bring home or take to the Kuchra Kundi. We separate different items and then sell them. Every item has its own price and we are paid according to the weight of different items.

In summer the day starts about 5 am and ends by 12:00 noon due to hot weather.

4. Who is your employer?

We are poor people. By doing this work we help our parents to run the house. If we do not work we will have to sleep without meals.

Researcher's Note: Seven children said they were approached by the Kuchra Kundi owner while the other seven said they were asked by their parents to work.

5. How did you/they come to be involved in these occupations/activities?

Some started by observing their elder brothers and sisters while others were asked by the parents.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

We receive payments at the end of the day which we handover to our parents. It varied largely from US\$ 0.60 to 0.80 to 1.0 and even 1.5

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

N/A

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

We fall down due to slipper floors at the collection points, wounds on hands and feet, and itching and irritation on the whole body.

10. Are you/the child beaten/abused by the employer?

N/A

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

N/A

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

We are living with our parents who provide us food and shelter.

13. Are you/they able to leave your/their workplaces at will?

Yes

14. How far away is your/the child's home? How did you/they get here (to this place of employment)?

Girls usually stay close to their house and go only as far as 1-2 kilometers from their houses while boys can go as far as 3-4 kilometers.

15. How old are you?

Please refer to the table at the start of the questionnaire.

16. What is your education level? Whether the person is male or a female?

Please refer to the table at the start of the questionnaire.

17. Have/are your parents/children worked/working here?

Researcher's Note: Seven children said that their father and brothers also do the same labor.

18. Are you entitled to any kind of leave?

We do not work on Fridays and also on national holidays

19. Are you on daily wages or monthly salary?

We get daily payments.

20. What is your aggregate monthly income?

We earn Rs. 60-80 every day. US\$ 1.0 to 1.25

21. Do you get annual salary increase? When did you get the last salary increase?

N/A

22. Have you developed any disease/impairment during your employment?

No

23. Have you ever tried to find a better job? If yes, did your employer coerce you to continue here?

No

**Location:**



**Date:** 12:30 pm, April 21, 2008

**Sector:** Rag Picking

**Group:** Focus Group Discussion No. 2

**List of Participants:**

Sr. #	Name	Age	Gender	Education	Experience
1.		14	Male	Grade II	2 year
2.		11	Male	Grade II	5 months
3.		13	Female	Grade IV	1 year
4.		13	Male	Grade V	3 year
5.		13	Female	Grade V	2 year
6.		13	Male	Grade I	2 year
7.		14	Male	Grade II	5 year
8.		13	Male	Grade II	1 year
9.		13	Male	Grade II	1 year
10.		14	Male	Grade II	2 year
11.		13	Male	Grade II	1 year
12.		14	Male	Grade IV	3 year
13.		14	Male	Grade IV	3 year
14.		11	Male	Grade I	2 year
15.		12	Male	Grade IV	3 year
16.		13	Male	Grade II	2 year
17.		13	Male	Grade I	3 year

1. In what occupations/activities do/did you/the child victim(s) work?

We go out early in the morning to collect everything including Paper, Plastic, Glass, Shoppers, Metal, Syringes, Shoes, Cement Sack, and Bones.

2. What good(s) do you/they produce?

All items are sold at the 'Kuchra Kundi' (it is a place where children bring and sell whatever they collect in a day) who sell them onward to those who recycle the items and make new products or make them reusable.

3. What tasks do you/they perform?

We collect, segregate and sell all the items at the Kuchra Kundi who gives us money. We hand over the money to our parents. In winter we work from 00:00 am to 4:00 pm and in summer we work from 6:00 am to 12:00 noon.

4. Who is your employer?

We are working for our family and for our parents. We were told by our parents, if we do not work we will not have anything to eat.

5. How did you/they come to be involved in these occupations/activities?

Almost every child in our locality does it. When we were young we used to go with our elder brothers. Now we go either alone or with other children in the neighborhood. Some said they were asked by their parents to start doing rag picking while others joined this profession because most of their neighborhood boys and girls were doing it.

6. Are you/they paid for their work? If so, how? (i.e., cash, in-kind). Ask for payment frequency and nature. Piece based payment or peshgi for instance?

All the children receive daily payments which they hand over to their parents..Only 02 children keep the money with them.

7. Do you/the child owe a debt to your employer that you work to pay back?

No

8. If so, how was this debt incurred?

N/A

9. What are your/their working conditions? Are there dangerous tools, machinery, fumes, or other physical risks?

We get glass cuts on our feet and hands, dog bite, wasp bite, irritation on different parts of the body which they touch with their un-cleaned hands.

10. Are you/the child beaten/abused by the employer?

N/A

11. Are you/they threatened by the employer if certain job tasks are not performed? What kind of threats?

N/A

12. Does your employer provide food and shelter? If so, do you/they have enough to eat?

We are living with our parents who provide us food and shelter.

13. Are you/they able to leave your/their workplaces at will?

## Site Visit – Observation Notes

### Site Visit 1

#### Glass Bangle Manufacturing Sector

#### Pakistan

Date: April 15, 2008

Time: 05:40 pm

Location: [REDACTED]

Sector/Good Investigated: Glass Bangle Sector

Organizations Visited: Family of Mr. [REDACTED] was interviewed during the visit. Other neighboring houses were also visited.

Site Visit conducted by: [REDACTED] (the Researcher)

*Note: The site visit was facilitated by [REDACTED] that is implementing [REDACTED]*

#### Site Visit Note:

##### Tasks carried out by the victims:

[REDACTED], his wife, three daughters and one son works on the ‘Joining’ process of glass bangle manufacturing in their own house.

Daughters ([REDACTED] [15], [REDACTED] [13], [REDACTED] [11] and son [8] work along with their parents to earn a modest living for their family by joining the unfinished glass bangles. A bangle is placed in front of a pressure flame (produced by natural gas) to join the loose ends of the glass bangle. On an average each child joins approximately 1500 bangles in a day. The joined bangles are counted and put in a string in packs of 320 bangles. This is a non-stop repetitive work.

All the families in the neighborhood either do ‘Leveling’ or ‘Joining’ of glass bangles.

##### Any visible physical disability:

The adults and children were very weak (please refer to the pictures). The backbone of [REDACTED] (the eldest daughter) seemed somewhat curved.

Schedule and duration of task:

This is a home-based work; therefore, this is no set time table. The work continues throughout the day, however, usually the family members start at 09:00 a.m. and end at 08:00 p.m. In addition to doing the bangle work, the kids also study in local government schools and also have to lend a helping hand to their mother for other domestic chores. All the members of the family keep working on bangle joining intermittently throughout the day and some part of night as well. Once anyone sits to do the task s/he sits for one to two hours without a break.

Risks Associated to the Activity:

- Excessive heat
- Knee joint pain
- Headache due to continuous burning of gas and lack of fresh air in the room
- Heart sink
- Eyes Burn and sight weakness
- Finger burns
- Pain in lower back due to sitting in squatting posture and bending forward continuously for 1 to 2 hours.

Physical atmosphere of work:

The 'Joining' process is done invariably in home-based environment in the entire locality. All family members of the age of 9 and above are involved in the 'Joining' process. In fact, other processes, such as, Leveling, Coloring, Decorating, Coating and Ornaments are also done in houses by all the members of a family. Depending upon the size of the family and ages of the children, a family chooses a process which suits it best. It is easy for the younger children (ages 6 to 12) to do Leveling and Joining. Whereas families with older children (12 and above) may opt for Coloring, Decorating, Coating and Ornaments.

Children of both sexes are found working at homes. In most cases the work is carried out in the living room or a bedroom of the house. In some houses the work was being done under the staircase. These are poor families which do not enjoy the comforts of a large house with separate rooms for different activities. I would define the workplace as a room which is also used as a bed room, a dining room and a drawing room.

Extremely poor hygienic standards, lack of ventilation, cramped spaces, poor light and burning smell.

**Site Visit 2**  
**Glass Bangle Manufacturing Sector**  
**Pakistan**

Date: April 16, 2008

Time: 05:40 pm

Location: [REDACTED]

Sector/Good Investigated: Glass Bangle Sector

Organizations Visited: Small Factories, Workshops and Houses.

Site Visit conducted by: [REDACTED] (the Researcher)

*Note: The site visit was facilitated by [REDACTED] that is implementing [REDACTED]*

**Site Visit Note:**

Tasks carried out by the victims:

The site visits were planned to witness all the remaining processes of Glass Bangle Making. The visit covered the following processes:

- Coloring
- Decorating
- Coating
- Ornamental work
- Baking
- Counting and Packing.

Each child is supposed to do a specific task for which s/he has received on-the-job training and has been working for few years at least. Except for Baking which is done in small factories all other tasks are done both at homes and at small factories. However, only boys of 14 and above age work at factories and workshops.

None of the children are happy doing any of these tasks. All of them are distressed but, are forced to continue to help their families make both ends meet. Most children who are working at small factories do not get paid; instead their parents receive their salary. There is no concept of payments for the home-based work.

Any visible physical disability:

All the children looked pale, lifeless, unhappy, distressed, malnourished and weak. Some of them had marks of burns and cuts on their fingers and hands.

Schedule and duration of task:

The processes (explained above) covered during the site visit are performed both at small factories and at houses. At factories the day starts around 9:00 am and ends with the sunset whereas, in houses there is no fixed timetable. All the members of the family keep working on bangle joining intermittently throughout the day and some part of the night as well. When no one sits to do the task s/he sits for one to two hours without a break.

Risks Associated to the Activity:

- Excessive heat that causes Tuberculosis, Hepatitis B and other lung problems
- Knee joint pain
- Headache due chemicals and excessive heat at small furnaces.
- Lack of fresh air in the rooms and work places in the factories
- Eyes Burn and sight weakness
- Finger burns
- Pain in lower back due to sitting in squatting posture and bending forward continuously for 1 to 2 hours.

Physical atmosphere of work:

Extremely poor hygienic standards in the entire locality. The drains in the streets are choked for weeks and all the human waste and toxic waste lay in the stagnant water produce unbearable stench. Streets are extremely dirty with every possible form of filth with flies all around even in houses.

Treatments by the employer:

At Factories and Workshops: No act of physical violence from the employer has been reported. However, shouting and use of abusive language is the order of the day whenever the child does not perform his task properly

Home-Based: Children work with and for their parents/families. N/A

## Site Visit 1

### Surgical Instrument Manufacturing Sector

#### Pakistan

**Date:** April 08, 2008

**Time:** 03:45

**Location:** [REDACTED]

**Organizations Visited:** 1. [REDACTED]

**Site Visit conducted by:** [REDACTED] (Researcher)

Researcher's Note: The site visit was facilitated by [REDACTED]  
[REDACTED] that is implementing [REDACTED]  
[REDACTED]

#### Tasks carried out by the children:

Grinding, Filing, Riveting and Fitting of Surgical instruments.

Each child is supposed to carry out a specific task. During the site visit each child was observed performing a specific task. Children are divided into teams of 2/3 children and each team would do only one task, i.e., grinding or filing or riveting or fitting. Each team is headed by an adult who in addition to doing his part of the work also keeps an eye on the children's work in his team. All the children sit in a room or verandah in his own team and perform the same task within the team. At one point in time every team would carry out its task on a single instrument, e.g., scissor of one type or a forcep, etc. Every day a pile of one instrument is put before the team for one type of work. As soon as the process completes, the pile is transferred to the other team for the next process and so on.

This is basically a repetitive work which the children continue to do without a break for 1 to 2 hours. To be fair, I would like to report that the children are free to attend to a call of nature or drink water or take a break for stretching whenever he wishes.

#### Any visible physical disability:

From the interviews of the stakeholders' and children it has become obviously clear that children working in the surgical sector do get injured and are vulnerable to many diseases, however during the site visit I did not see any disability except marks of minor cuts and burns on the fingers.

#### Schedule and duration of task:

Usually the busiest time is from 2:00 to 4:00 pm as the working day ends between 4:00 to 5:00 pm. In fact, schedule and duration depends on the quantum of work the more the work the busier the children are and vice versa. However, the workers are comparatively busier from 20<sup>th</sup> to the end of the month to make the delivery in time.

Risks Associated to the Activity:

The major risk involved in all the above-mentioned processes relates to bad posture. The typical position for doing all the processes is that a child sits (legs crossing each other in front--squatting) on a thin mat laid on the floor, he bends forward on the machine or an equipment that is used in the process. Sitting in that way a child's backbone takes a circular shape. The interviews with the children have proved that the children working in this fashion develop two problems: **Knee joint pain and backache. Loose electric wires can be a source of an electric shock to the children.**

**Cuts and burns on fingers** result from careless handling and are not directly related to the performance. Besides, these cuts and burns are not serious wounds. Most children suffer these during the early days of his work and as the child gains experience these risks are eliminated. **Protective gears were not used by any child. The researcher did not see any protective gear available in the workshop.**

Physical atmosphere of work:

The vendor shop is spread in different houses of the village. One to two rooms in different houses are used as sub-workshops. Most of these rooms have verandah in front which forms part of the sub-workshop. The light and ventilation are fine in these places.

All the processes generate heat one way or the other. Children complained about extreme heat during summer but, expressed happiness during winter. The site visit was conducted in the outskirts of [REDACTED] with lot of vegetation in the area. It is believed (and observed too) that both grinding and filing produce fine iron particles which are inhaled by all sitting nearby. Grinding is done on an electric sand stone which also produces sparks. If these sparks catch a naked live electric wire it can be lethal. Light and ventilation are fine.

No arrangement in place for any kind of medical evacuation or first aid in case of any unforeseen accident.

Treatments by the employer:

Whether the vendor or an adult worker or a child they all are either illiterate or have very little education. Therefore, the general behavioral patterns of the people of this class are not very refined. Though the researcher could not interact with the children during the site visit but, the body language of the children and the vendor, and the general working environment suggested that this place was free from physical violence. Use of abusive language and shouting cannot be ruled out from any part of the country where people of this class interact with each other. I would imagine that 'shouting' must be happening here. However, use of abusive language would be quite limited as the employer and the employee belong to the same village/locality and know each other quite well.

## Site Visit 2

### In-country Research on Child Labor in the Surgical Sector Pakistan

**Date:** April 09, 2008

**Time:** 05:15 pm

**Location:** [REDACTED]

**Sector/Good Investigated:** Surgical Sector

**Organizations Visited:** [REDACTED]

**Site Visit conducted by:** [REDACTED]

Tasks carried out by the children:

The vendor shop deals in the following surgical instruments:

- Nose Scissor
- Cuticle
- Fan
- Iris Scissor
- Bar Scissor

The following processes are performed on the above-mentioned surgical instruments:  
Grinding, Filing, Riveting, Drilling and Fitting.

14 children and few adults were found working at the vendor shop. One adult and 2-3 children will form a team to perform a specific task. Younger children (up to 13-14 years of age) do Grinding and Filing while children of 14 plus age do Riveting, Fitting and Drilling. At one point in time every team would work on a single instrument, e.g., a scissor or a cuticle, etc. Every day a pile of one instrument is put before the team for one type of work. Once the task is complete the instruments are handed over to the other team for the next process and so on. This is basically a repetitive work which the children continue to do without a break for 1 to 2 hours. To be fair, I would like to report that the children are free to attend to a call of nature or drink water or take a break for stretching whenever he wishes.

Younger children get monthly wages while older children are paid on piece rate.

Any visible physical disability:

From the interviews of the stakeholders' and children it has become obviously clear that children working in the surgical sector do get injured and are vulnerable to many diseases, however during the site visit I did not see any disabilities to a child.

Schedule and duration of task:

Work day starts at 08:00 am and ends at 05:00 pm with one hour lunch break from 12:00 noon to 01:00 pm. Eight hours a day and six days a week with week-end on Sunday. The researcher believes that children are usually expected to work beyond 05:00 pm which means that the working day is of more than eight hours.

The owner of this vendor shop is a good human being as he allowed the children to attend the [REDACTED] being imparted under [REDACTED]. The vendor also waived a total of Rs. 80,000/- (US\$ 1330/-) loan/peshgi taken by the families of different children working at his workshop.

Risks Associated to the Activity:

- Pain in lower back due to sitting in squatting posture and bending forward continuously for 1 to 2 hours.
- Minor cuts and burns on fingers/hands
- If the sand stone (used for grinding) breaks and proper protective measures have not been ensured it can seriously injure the person working on it and can even cause death.
- Very hot and cold during summer and in winter.
- Chemical intoxication causes different lung diseases
- Wheat mill in the next room causes unbearable noise.
- Loose electric wires can cause electric shocks which can be deadly

The vendor complained about non-usage of protective gears, such as, goggles and masks by the children and adults.

Physical atmosphere of work:

The vendor shop is constructed in an area measuring 40ft x 30 ft = 1200 sq ft. It has two rooms, one large space partially roofed with wood structure. The floors are made of hard mud. There are a small kitchen, a latrine and a hand pump. Loose electric wires are hanging with the walls and also across the room halfway up the floor. The rooms are well-lit and adequate fresh air is available. The entire workshop was not properly cleaned and lots of iron dust was found lying on the floors particularly in places where grinding and filing take place. Most of the walls and rooms were black in color due to fine iron dust. Grinding is done on an electric sand stone which also produces sparks. If these sparks catch a naked live electric wire it can be lethal. No arrangement in place for any kind of medical evacuation or first aid in case of any unforeseen accident.

Treatments by the employer:

Whether the vendor or an adult worker or a child they all are either illiterate or have very little education. Therefore, the general behavioral patterns of the people of this class are not very refined. Though the researcher could not interact with the children during the

site visit but, the body language of the children and the vendor, and the general working environment suggested that this place was free from physical violence. Use of abusive language and shouting cannot be ruled out from any part of the country where people of this class interact with each other. I would imagine that 'shouting' must be happening here. However, use of abusive language would be quite limited as the employer and the employee belong to the same locality and know each other quite well.

## Site Visit 1 & 2

### Tannery Sector

#### Pakistan

**Date:** April 07, 2008

**Time:** 03:15 p.m.

**Location:** [REDACTED]

**Organizations Visited:** 1. [REDACTED]

**Site Visit conducted by:** [REDACTED] (Researcher)

#### Tasks carried out by children and adults:

##### [REDACTED] Tannery

- a) Washing of raw hides in large tanks filled with water containing sodium.
- b) Taking raw hides out of the water tanks for rubbing.

The above two processes continue for five days. Each day raw hides are taken out of the water tanks for rubbing after every 3-4 hours.

- c) Once the above process is complete, flesh and fats are separated from cleaned raw hides with large knives.
- d) Then the hides are put in large circular drums filled with plain water for further cleaning for half an hour (Drumming). These are electric drums which revolve up and down. After that, different chemicals including sulphuric acid are added to the water and the drum revolves continuously for 18 hours.
- e) Upon completion of the above process the hides are taken out. The hides are stretched and measured and hung on hot metal plates for drying.

The above-mentioned processes convert raw hides into wet blue. The wet blue is then handed over by the tannery owner to another contractor for further processing which is explained below.

##### [REDACTED] Tannery

- f) The similar large drums are found in this tannery which, are filled with colored water. Wet blue hides are put in these drums which revolve for half an hour.

g) The hides are taken out of the drum and laid under the sun for coloring with brush and/or with spray.

h) Coloring is followed by pressing on machines at temperature that varies between 50 and 120 celsius.

The above two processes, i.e., coloring and pressing continues one after the other until the required standard of finished leather sheet is obtained.

There are separate teams for doing different tasks mentioned above. Essentially, it means that one child performs only one type of task (repetition of the same task). However, the performance of each task is well coordinated, i.e., as soon as one task is complete, another team is ready to start the next process and so on. The children and adults are the paid employees of the contractors and/or tannery owners.

Any visible physical disability:

I could see only one child working at the tanneries during the site visit. Perhaps the tannery owners/contractors learned about my site visit and sent the children away. This usually happens when such visits are conducted.

Schedule and duration of task:

Though there is no specific time of the day when the activities are in boom as it depends on the completion of one process or another, however two hours before the lunch break and before the end of the day are usually busier. Every child works for approximately for eight hours with one hour lunch break between 09:00 am to 05:00 pm. Actual working hours per day are, therefore, seven hours.

Risks Associated to the Activity:

The risks associated to the above-mentioned activities (a to h) are discussed activity-wise below:

a&b) Washing in Sodium Water and rubbing cause rashes and irritation on the body.

c) Separating flesh and fat from hide with knife causes rashes and irritation on any part of the body, and cuts on hands.

d&f) Drumming is a highly dangerous process as it involves deadly chemicals and acids. If care is not exercised even death can occur due to the gases which are produced in the Drumming process. Nonetheless, Drumming causes severe burns, intoxication and dizziness (even unconsciousness).

g) Coloring involves dangerous chemicals which cause various diseases to eyes, ENT and lungs.

h) Pressing endangers the very life of the child due to the possibility of electric shock and a hand loss can also be caused due to carelessness and malfunction of the machine. Unbearably hot during summer.

Physical atmosphere of work:

Since all the above-mentioned tasks are performed in the same premises very close to each other it is difficult to separate the physical atmosphere of one activity from another. Based on the interviews during the site visits and researcher's own first hand information, the physical atmosphere can be best defined as: Full of unbearable stench; extremely dirty and filthy; wet and slippery floors with water contaminated with chemicals and acids; chemical fumes; and loose electric wires hanging with the walls and under the ceilings.

Treatments by the employer:

Generally, the behavior of the employer is within the limits of decency; however, they abuse the children once in a while when the latter commits a mistake. During the children's interview four children stated that they were verbally abused by the employer while only one child reported beating by the employer.

## Site Visit 1

### Rag Picking Sector

#### Pakistan

**Date:** April 11-13 and April 15-16, 2008

**Time:** 05:00 am – 05:00 pm

**Location:** [REDACTED] City

**Organizations Visited:** The researcher met with a number of Child Rag Pickers who were found searching different items from big garbage collection points. The Researcher also met with a number of Child Rag Pickers who were walking along the road with a sack at their bag searching for any worthwhile items that they could collect.

**Site Visit conducted by:** [REDACTED] (Researcher)

#### Tasks carried out by the children:

The children and adults collect a variety of items which have been discussed in the Type 1 Interview Notes which range from: Hospital Waste (Syringes, bags, pipes, incisors, etc.); Glass, Metal, Plastic, Shoppers, Leather, Rubber, Vegetable, Fruit, etc. Anything that can be sold is picked up by the child/adult Rag Pickers. These items are either processed for reuse or recycled into similar products. A child is supposed to collect the items bring them home, segregate them and then take them for sale at the [REDACTED]. These are large garbage collection points where rag picking children bring their collection for sale. The owners of these [REDACTED] then sell these items separately to those who either recycle it or process them for reuse.

#### Any visible physical disability:

Every now and then the research came across a Child Rag Picker who has cut marks on his/her hands and feet. Few children also reported dog bites. The Researcher could not see any other visible signs of disabilities. Most children were not willing to talk and those who did respond to the Researcher gave very brief answers and then walked away. However, the Researcher did manage to do short interviews with few children—thanks to the adults who were accompanying the child.

#### Schedule and duration of task:

In winter the day starts around 06:00 am and ends at about 04:00 pm. In summer, the day starts 06:00 am but, ends at about 12:00 noon due to hot weather. A child has to fill his/her sack, take it home or to [REDACTED], segregate the items and sell them. As soon as this is done the child is ready to restart the cycle. In winter due to long working hours an average child completes 3-4 work cycles (explained above) while in summer a child usually completes 2 cycles.

Risks Associated to the Activity:

- Minor and major cuts on hands and feet due to glass and metal collection
- Due to slippery floors at the garbage collection points children fall down and receive severe bruises, cuts and at times fracture arms
- Severity of weather both in summer and winter
- Dog and insect bites
- Rough treatment (including beating) by an adult walking on the roads due to any reason, at least not known to the child rag picker.
- Quarrel among child rag pickers
- Traffic accidents.
- Most importantly, these children are dealing in things which are full of germs and diseases; therefore, they are vulnerable to any disease.
- These children can be kidnapped for ransom and even sexual gratification.

Physical atmosphere of work:

Extremely unhygienic and unhealthy, hostile weathers, dusty, polluted, contaminated water, slippery floors, loose electric wires in the streets can cause electric shock, and vulnerable to animal and insect bites.

Treatments by the employer:

Children are working for and with their parents so, this is really not applicable.

**Site Visit 2**  
**Rag Picking Sector**  
**Pakistan**

**Date:** April 21-23, 2008

**Time:** 06:00 am – 05:00 pm

**Location:** [REDACTED] and [REDACTED]  
[REDACTED]

**Places Visited:** The Researcher visited various points from where child rag pickers collect items and a number of [REDACTED] where these items are sold. [REDACTED] [REDACTED] are large garbage collection points where rag picking children bring their collection for sale. The owners of these [REDACTED] then sell these items separately to those who either recycle it or process them for reuse.

**Site Visit conducted by:** [REDACTED] (Researcher)

Researcher's Note: Visits to different localities in [REDACTED] were facilitated by [REDACTED] [REDACTED], implementing [REDACTED] [REDACTED]

Tasks carried out by the children:

The children and adults collect a variety of items which have been discussed in the Type 1 Interview Notes which range from: Hospital Waste (Syringes, bags, pipes, incisors, etc.); Glass, Metal, Plastic, Shoppers, Leather, Rubber, Vegetable, Fruit, etc. Anything that can be sold is picked up by the child and adult Rag Pickers. These items are either processed for reuse or recycled into similar products. A child is supposed to collect the items bring them home (or take them directly to [REDACTED], segregate them and then take them for sale at the [REDACTED].

Any visible physical disability:

During the site visits the researcher also interviewed about 25 child rag pickers in two different [REDACTED] where these children are receiving education under the [REDACTED]. The children showed marks of glass cuts, dog bite and other wounds. Please refer to the pictures submitted with the rest of the deliverables. The researcher did not see any visible signs of disability in any of the 25 children who were interviewed in a focus group discussion and also others who were present in the school.

Schedule and duration of task:

In winter the day starts around 06:00 am and ends at about 04:00 pm. In summer, the day starts 06:00 am but, ends at about 12:00 noon due to hot weather. A child has to fill his/her sack, take it home or to [REDACTED], segregate the items and sell them. As soon as this is done the child is ready to restart the cycle. In winter due to long working hours an average child completes 3-4 work cycles (explained above) while in summer a child usually completes 2 cycles.

Risks Associated to the Activity:

- Minor and major cuts on hands and feet due to glass and metal collection
- Due to slippery floors at the garbage collection points children fall down and receive severe bruises, cuts and at times fracture arms
- Severity of weather both in summer and winter
- Dog and insect bites
- Rough treatment (including beating) by an adult walking on the roads due to any reason, at least not known to the child rag picker.
- Quarrel among child rag pickers
- Traffic accidents.
- Most importantly, these children are dealing in things which are full of germs and diseases; therefore, they are vulnerable to any disease.
- These children can be kidnapped for ransom and even sexual gratification.

Physical atmosphere of work:

Extremely unhygienic and unhealthy, hostile weathers, dusty, polluted, contaminated water, slippery floors, loose electric wires in the streets can cause electric shock, and vulnerable to animal and insect bites.

Treatments by the employer:

Children are working for and with their parents so, this is really not applicable.

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**Annotated Bibliography: Pakistan**

**In-country Research on Forced Labor and Child Labor  
in the Production of Goods**

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**Submitted to:**

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**May 20, 2008**

### **List of Acronyms**

CIDA	Canadian International Development Agency
CIWCE	Center for Improvement of Working Condition and Environment
CLRC	Child Labor Resource Center
HRCP	Human Rights Commission of Pakistan
ILO	International Labor Organization
ILO-IPEC	International Labor Organization-International Program for the Elimination of Child Labor
IMF	International Monetary Fund
IPU	Inter-Parliamentary Union
MSM	Male having sex with male
NGO	Non-governmental Organization
NRSP	National Rural Support Programme
NWFP	North West Frontier Province of Pakistan
PILER	Pakistan Institute of Labour and Educational Research
SDPI	Sustainable Development and Policy Institute
STIs	Sexually Transmitted Infections
SPARC	Society for the Protection and Rehabilitation of Children
SPDC	Social Policy and Development Center
TEVTA	Technical Education and Vocational Training Authority
UNICEF	United Nations Children's Fund
WESS	Water, Environment and Sanitation Society
WFCL	Worst Forms of Child Labor

**Researcher's Note:**

1. Many organizations are quite possessive about their documents and make excuses for not sharing them.
2. Research is not a very strong area in Pakistan. Most organizations depend on existing researches carried out by other organizations as a result, only few original documents/researches are available. For instance, SPARC's Annual Report 2006 is found in every organization, ILO's Baseline Survey for the ILO-IPEC Time Bound projects in six sectors is also available with every organization and so on.
3. I am not sharing with you ILO's implementing partner's project progress reports as they are essentially internal documents.
4. I am also not sharing with you the same news that has been published in a number of newspapers. I have included only one newspaper for one type of news/event.
5. My personal experience in this research has proved to me that much of the information we receive/hear in this country is based on either anecdotal evidence and/or research carried out by one organization and everyone refers to it.

1. Ahmed, Farooq (Ed.) (2004). Sudhaar Annual Report. Lahore. Pakistan (Hardcopy)

Source: NGO

Child Labor: Carpet Industry, Surgical Instrument Production

The annual report discusses various programs and activities in 2004 which include the educational program for working children funded by the U.S. Department of Labor through Save the Children UK in Sheikhpura and Kaur Districts, the ILO-IPEC funded projects on combating child labor in the carpet industry in Gujranwala, Sheikhpura and Hafizabad Districts, and the second phase of ILO-IPEC surgical children project that started in 2003.

2. All Pakistan Federation of Labour (2005). Follow-up Study on Working Conditions and Organizing the Unorganized. Rawalpindi Cantt, Pakistan. (Hardcopy)

Source: NGO

Child Labor: Surgical Sector

All Pakistan Federation of Labour (APFOL) has embarked upon an educational and awareness-raising program for its rank and file over the last few years. APFOL has collaborated with the American Center for International Labor Solidarity (ACILS), ISCOS-CISL, and the Italian Labor Federation and with Danish LO-FTF Council.

APFOL has conducted three studies: 1) Working Conditions in the Hattar Industrail Estate in 1996; 2) Working Conidition of Workers in Gadoon Amazai Industrial Estate in Gadoon Amazai Industrial Estate in 1997 and the Workers Behind the Label – A study of working conditions in Sialkot in 1999.

Pages 8 and 9 of this report include information on migration of child labor from the surgical sector of Sialkot to textile sector of Gadoon Amazai. This movement indicates that child labor was not reduced but changed sectors. The report also compares the findings of two labor surveys: a) conducted few years earlier and b) conducted in 2005. The current survey reveals that while only three industrial units had incidence of child labor in the previous survey, this time around 12 industrial units are engaging child labor. So there is an increasing trend for engaging child labor in different industries including the formal sector.

3. ATV Channel, Pakistan (2005a). Elimination of Child Labor from the Surgical Sector. (Electronic copy)

Source: Electronic News Media

Child Labor: Surgical sector

The news bulletin reports that a high powered meeting was held in Sialkot which was presided over by the District Coordination Officer and participated by the Surgical Association of Pakistan, ILO and District Zakat Committee. All the stakeholders present in the meeting expressed their resolve to eliminate child labor from the surgical sector of Pakistan.

4. ATV Channel, Pakistan (2005b). World Child Labor Day Celebrated in Pakistan. (Electronic copy)

Source: Electronic News Media

Child Labor: Rag Picking, Surgical and Tannery

The ATV Channel highlighted the events that were held to mark the importance of elimination of all forms of child labor from the country including rag picking, surgical and tannery. In this regard several events were held all across Pakistan including, Rawalpindi, Lahore, Sialkot, Pattoki, etc. One such event was attended by Governor Punjab's wife held at the Children Library Complex, Lahore. The events marked the importance of education and other facilities and services to the poor segment of the society to curb the menace of child labor in the country.

5. Awan, Saeed Ahmed (2007). Hazards faced by young workers in textile, garments and leather goods sectors of Pakistan. Center for Improvement of Working Conditions and Environment (CIWCE). (Electronic copy)

Source: Government Agency – Government of Punjab

Child Labor: Garment Industry, Textile, Tannery/Leather sector

This study was initiated by the Center for Improvement of Working Conditions and Environment (CIWCE), Government of Punjab in July 2007. The report discusses different facets of child labor in the three sectors, namely textile, garments and leather. This is a complex technical report as it contains, among others, background information of young children, demographic data, importance of these sectors in Pakistan, hazards of working in these sectors, profiles of the respondents, sector-wise hazards faced by the children, physical health indicators, work place environment, etc. etc. It is a very comprehensive report that contains answers to many a questions regarding child labor in these sectors.

6. Beginning of the provision of education to the child labor in the Glass Bangle industry (2008, January 8). The Daily KAINAAT. Karachi, Pakistan (Hardcopy)

Source: News Article

Child Labor: Glass Bangles

The article informs its readers that a project for the elimination of child labor from the Glass Bangle Industry of Hyderabad has been initiated jointly by the ILO and National Rural Support Program. The main thrust of the project is to provide non-formal education, literacy and vocational training to the child labor involved in the Glass Bangle industry. For this purpose a large number of teachers have been trained to effectively impart educational, literacy and vocational skills to the working children. Attaining education, literacy and vocational training will further these children's god given talent and the children will be able to secure better economical and social status for themselves in the society. The District Nazim also directed the Executive District Officer Health to collaborate with the International Labor Organization for better provision of health facilities and services to the children involved in the Glass Bangle sector.

7. Bunyad Foundation (2006). Bunyad in Action 2005-2006. Lahore. Pakistan. (Hardcopy)

Source: NGO

Child Labor: Surgical Instrument Production

This annual report gives an account of Bunyad's achievements during fiscal year 2005-2006 including the two projects that it is implementing in the surgical instrument production sector of child labor. The annual report gives a detail account of 4560 beneficiary children in two different projects being implemented in Sialkot with the collaboration and financial assistance of the ILO. Bunyad has been able to rehabilitate 4050 children engaged in the surgical sector in District Sialkot of Pakistan.

8. Chaudhry, Saifullah (2003). Worst Forms of Child Labor: A Situation Analysis of Six Hazardous Sectors. SDPI Research and News. (Electronic copy)

Source: Research Organization

Child Labor: Coal Mining, Deep Sea Fishing, Glass Bangles, Leather Tanneries, Rag Picking, Ship Breaking, Surgical Instrument Production

Mr. Saifullah Chaudhry, Programme Officer, ILO-Pakistan presented a situation analysis of six hazardous sectors where children are working. They are; Coal Mines, Glass Bangles, Tanneries, Ship Breaking and Deep Sea Fishing, Rag Picking and Surgical instruments. Major findings are large family size and poor monthly income (Rs.5,800 or 84 USD on average), children mostly following the profession of the father and the mothers are illiterate and majority of the child workers are full-time workers.

According to Saifullah, poverty does not play a dominant role in a household decision to send their children to work and in most cases, and that parents want

their children to learn the skills. Summing up, Saifullah said that the study indicates a pattern of similarity and some peculiar sector specific features. National Development Programs needs to be sensitive to child labor and education and vocational training, according to the local market needs, should be provided.

9. Child Labor Resource Center (2003). Training Kit on Child Labor. Lahore. (Hardcopy)

Source: Government Agency – Government of Punjab

Child Labor: Tannery, Surgical, Glass Bangle Making and Rag Picking

This report is another effort of the Government of Punjab to educating and making aware all relevant stakeholders about the issues that surround child labor in the country. The report is a very comprehensive piece of work and discusses all aspects of child labor from causes to occupations/activities, socio-economic indicators, learning from good practices from the around the world and legal aspects of child labor. A must read for all those who are interested to know the dynamics of child labor and its related issues in Pakistan.

10. Child Labor Resource Center (2005). Training Kit on Child Labor. Lahore. (Hardcopy)

Source: Government Agency – Government of Punjab

Child Labor: Tannery, Surgical, Glass Bangle Making and Rag Picking

This is a training guide which has been developed by the Child Labour Resource Center an autonomous unit working under the Department of Labour, Government of Punjab. This training guide has come about in the wake of Government of Pakistan's ratification of ILO Convention 182. This training guide is a result of untiring efforts of different stakeholders, including ILO and many others who contributed substantively in identifying different process which are considered hazardous to child labor. The training guide not only informs its readers about the perils of certain processes but also educate as to how to protection them from these hazards.

11. Child Workers in Asia Foundation (CWAF). The Worst forms of child labour in Asia

[http://www.cwa.tnet.co.th/Issues/ChildLabourAsia/worst\\_forms\\_child\\_labour.html](http://www.cwa.tnet.co.th/Issues/ChildLabourAsia/worst_forms_child_labour.html) (Electronic copy)

Source: International Organization

Bonded Child Labor: Agriculture

Child Labor: Agriculture, Fishing Industry, Sexual Exploitation

## Child Trafficking: Agriculture, Fishing Industry, Sexual Exploitation

The article discusses dimensions of child labor and bonded labor including forced child labor, trafficking and commercial sexual exploitation of children in Asia. Discussing, in depth, the issue of forced child labor, the author states bonded children are delivered in repayment of a loan or other favors given in advance, real or imaginary, usually to the parents or the guardians of guardians of the child. Children work like slaves in the process, never knowing when their debt will finally be considered paid. In countries where the caste system or similar forms of social stratification still prevails namely India, Nepal, and Pakistan, families and children are still found in relationships of bondage to landowners, and to upper class caste in spite of existing laws that prohibit slavery in all three countries. Bonded child labour in South Asia is found in agriculture, domestic work, brick kilns, glass industries, tanneries, gem polishing, and many other manufacturing and marketing industries. In terms of child trafficking, Pakistan is a receiving country where children from India and Nepal come to work in farming, fishing, and sex industry.

12. District Government Hyderabad is making efforts to cleanse the district from child labor (2006). The PASBAN. Pakistan (Hardcopy)

Source: News Article

Child Labor: Glass Bangles

The article stated that the District Nazim has approved a project to address the issue of glass bangle child labor from the district through the implementation of a project to be jointly sponsored by the International Labour Organization and the National Rural Support Program. The District Nazim had convened a meeting to monitor progress of the above-mentioned project so that the district could be declared child labor free district by 2010. He informed the participants that 80 percent of the total child labor force 9584 (based on the survey conducted in 2003) of the district is involved in Glass Bangle making. Under the project the child laborers will be provided non-formal education, literacy and vocational training, and also credit facility so that they are able to get out of child labor. He also thanked the parents of the working children for their cooperation as a result 4750 children had been able to attend one or the other project interventions.

13. District level plan will be made to eliminate child labour (2008, January 31). Al-Akhbaar. (Hardcopy)

Source: News Article

Child Labor: Leather Tannery

The article states that a meeting was held in the office of the Executive District Officer (Community Development) which discussed the commendable implementation of ILO-IPEC Time Bound Project for the Tannery child laborers with the help of a local partner, Sudhaar. The project has been able to provide some respite to the child laborers who are/were engaged in the hazardous tanning processes. The meeting took the principle decision of establishing child labor monitoring cell and doing district level planning to eliminate the menace of child labor from the tannery sector.

14. Drive against child labour soon (2007, November 4). The Daily NEWS. (Hardcopy)

Source: News Article

Child Labor: Rag Picking

The report states that the Rawalpindi City District Government would soon launch a drive to abolish child labor from the rag picking sector and the affected children would be provided free of cost education facilities coupled with stipend. In this regard the City District Government with hire contractors with adult laborers for rag picking to abolish the role of child labor from the rag picking sector.

15. Ebrahim, Zofeen T (2003, July 10). All work and no play. The DAWN.  
<http://64.233.183.104/search?q=cache:upuFap0RmA4J:dawn.com.pk/weekly/review/archive/030710/review9.htm+glass+bangle+zofeen&hl=en&ct=clnk&cd=5&gl=pk> (Electronic copy)

Source: News Article

Child Labor: Glass Bangle

This is an article based on the individual research carried out by Zofeen T. Ebrahim, a journalist in 2003. Zofeen interviewed a number of boys and girls child laborers working in home-based environment, glass baking shops and factories which carry out different processes required for making a glass bangle. In her article she has discussed, the difficulties which these children face in terms of poverty, compulsion to work in the glass bangle sector due to lack of any other option of an economic activity and inadequate education facilities offered by the government. The article also discusses the extremely hazardous nature of the work which these girls and boys perform in the glass bangle sector from injuries to diseases to permanent physical disabilities.

16. Education can help tackle child labour (2008, March 30). Pakistan OBSERVER  
<http://www.pakobserver.net/200803/30/news/sindh03.asp> (Electronic copy)

Source: News Article

Child Labor: All sectors that engage child labor particularly Carpet Industry, Coal Mines, Deep Sea Fishing, Glass Bangles, Leather Tannery, Rag Picking, Surgical Instrument Production

The article discusses the workshop that was organized by the Ministry of Information and Broadcasting in collaboration with ILO for the capacity building of the journalists from the print media. The workshop was part of ILO's efforts to sensitize media personnel about child labor issues. The workshop was attended by the Pakistan Workers Federation, Sindh Labour Department, large number of media personnel. The speakers talked about the importance of the role of media in creating awareness among masses about the ills of child labor in various sectors of Pakistan's economy. The meeting called for strict implementation of existing laws so that the menace of child labor can be effectively tackled.

17. Gang recycling hospital waste unearthed (2007, September 14). The Daily Dawn. (Hardcopy)

Source: News Article

Child Labor: Rag Picking

The Environment Protection Department has unearthed a gang involved in recycling infectious and toxic hospital waste and seized three truckloads of the hazardous materials in the city of Lahore. According to the police the preliminary investigations have revealed that the law breakers involve rag picking children also in this crime.

18. Glass Bangle Making a source of income for women and children through perspiration and blood (2008, April 26). The Daily Nawa-e-Waqt (Hardcopy)

Source: News Article

Child Labor: Glass Bangles  
Exploited Adult Labor: Glass Bangles

The article discusses the gruesome reality of working women and child labor involved in this sector. The article throws light on the difficulties these children and women face due to their involvement in this sector which relate to hazardous nature of work, exploitation by the employer and inadequate sanitation, health and education facilities. The article reads that thousands of women and child labor is toiling in this sector day and night and do not get any support from the government. The article calls for coherent and concerted efforts on the part of the Ministry of Labor, Provincial Department of Labor and District Government so that adequate education and health services and facilities could be provided to these women and child labor. The article further states that it has learnt from a reliable source that the Finance and Planning Department of the City Government

has funds for Special Children which are lapsed every year due to non spending. These funds are to the tune of Pak Rupees 0.6 to 0.8 million (US\$ 1 = Rs. 60). Last year Rs. 1.0 million were lapsed due to non-spending. The City Government must direct these funds for the benefit of these women and child laborers.

19. Global March Against Child Labour (2002). South Asian Child Labour News. New Delhi. India. (Hardcopy)

Source: NGO

Child Labor: Carpet Industry, Surgical, Tannery

The report is a compilation of news articles on child labor issues in South Asian countries including Pakistan from February to April 2002. The news article on Pakistan then briefly discusses the national features of seven SAARC states. The Pakistan feature informs the reader that the Government of Pakistan is committed to addressing the needs of child labor and also to eradicating child labor from the country and cites the example of “Addressing Child Labor through Quality Education for All” project directed towards elimination of child labor in certain districts of Pakistan. The referenced project has benefited 14,000 child laborers including those who were involved in tannery and surgical sectors.

20. Government urged to curb child labour (2007, April 27). The Daily DAWN. Karachi. Pakistan. (Hardcopy)

Source: News Article

Child Labor: Glass Bangles

This article highlights the proceedings of the workshop held in Hyderabad on April 27, 2007 to discuss the issue of child labor in the province of Sindh. Speakers informed the participants that 73 percent of the total child labor in Hyderabad is involved in the Glass Bangle sector. The workshop was held under the aegis of Ministry of Information and Broadcasting and the ILO under its National Media Plan of Action to sensitize media on the issue of child labor. The National Project Manager ILO, Ms Saba Mohsin Raza quoting a fresh survey report on the bangle industry of Hyderabad said about 93 per cent child labor had been reported from the communities in Hali Road and Latifabad while 56 percent from Ilyasabad.

21. Grant will be allocated for the provision of education to the rag picking child labourers (2007, May 17). The JANG. Pakistan. (Hardcopy)

Source: News Article

Child Labor: Rag Picking

The District Nazim Javed Ikhlas in a joint meeting participated by the ILO, Idara-e-Taleem-O-Agahi and other stakeholders announced that from June 2007 special grant will be allocated by the District Government to provide education and other related facilities and services to the child laborers involved in rag picking. This grant allocation will be to the tune of Rs. 1.0 million (14,626 USD). He affirmed that the shortage of 3000 teachers in the district will be addressed in the next year. Additionally, he informed the meeting that Rs. 20 million (292,397 USD) were being transferred to the District Education Department.

22. Greimel, Hans (2006, December 14). Pakistan's gleaming surgical instruments tarnished by child labor. The Associated Press. <http://www.signonsandiego.com/news/world/20061214-1041-pakistan-instrumentsoftoil.html> (Electronic copy)

Source: News Article

Child Labor: Surgical Instrument Production, Soccer Balls

The article states that thousands of children work in small workplaces in home-based workshops and vendor shops in Sialkot-Pakistan giving finished look to a variety of surgical instruments exported to rich countries such as the United States and Germany. Patients in the countries where these surgical instruments end up are not aware that the tools are produced by children. The problem is related to the fact that seventy percent of the finished products are done by subcontractors. There are about 2000 small workers that subcontract for bigger companies as a result, it is more difficult to monitor. Children are not involved in working on big equipment but they clean and sort the instruments. The article discusses an incident which Nike canceled orders from Saga Sports after it found out that the company subcontract the hand-stitched soccer balls to under aged workers.

23. ILO to provide education to 5,000 child labourers (2005, November 24). The Daily Times. Karachi. Pakistan. (Hardcopy)

Source: News Article

Child Labor: Glass Bangles

The article gives details of the project that ILO has envisaged for provision of education to the child laborers involved in the glass bangle industry of Pakistan. An amount of US\$ 0.5 million will be spent. After its initiation the project will be completed within 24 months. The article refers to the meeting which was held to discuss the modalities of the project and the social and economic issues relating to child labor and measures to eliminated child labor from the glass bangle industry under the ILO-IPEC program. The meeting was presided over by the District Coordination Officer and was participated by ILO representatives among others.

24. ILO Workshop on Child Labour (2007). The Daily Times.  
[http://www.dailytimes.com.pk/default.asp?page-2007\08\29\story\\_29-8-2007\\_pg7\\_40](http://www.dailytimes.com.pk/default.asp?page-2007\08\29\story_29-8-2007_pg7_40) (Electronic copy)

Source: News Article

Child Labor: Carpet Industry, Coal Mining, Glass Bangles, Deep Sea Fishing, Leather Tanneries, Surgical

The article highlights the proceedings of the workshop which was arranged by MediaMark and jointly organized by the Ministry of information and Broadcasting and ILO. The ILO Project Manager gave a breakup of the child laborers in the country: Punjab 60 percent, NWFP 20 percent, Sindh 14 percent and Balochistan 6 percent. He also mentioned that 70 percent of all the working children have been found illiterate. At the workshop, the Pakistan Workers Federation (PWF) president said that the child labor ratio is high particularly in areas including the carpet industry, the bangles-making industry, surgical instruments manufacturing, tanneries, coal mines, and deep sea fishing.

25. IPU (October 2007). States are bound to ensure respect for the rights of children in conflict with the law. <http://www.ipu.org/news-e/27-2.htm> (Electronic copy)

Source: International Organization

Child Labor: Rag Picking

The three-day event, hosted by the Senate of Pakistan and organized in collaboration with the Inter-Parliamentary Union (IPU) and UNICEF, gathered some 60 delegates from Afghanistan, Bangladesh, India, Maldives, Nepal, Pakistan and Sri Lanka. They discussed the role of parliament in securing respect for the rights of children who are in conflict with the law. They agreed to support the creation of separate mechanisms for children in conflict with the law that are governed by child-friendly procedures, and the development of facilities for children, such as separate police units, open observatory homes, community-based centers, and the use of alternative options to institutionalization and detention.

At the end of the meeting, the participants visited a drop-in centre for child labourers (rag-pickers) in the twin cities of Rawalpindi and Islamabad. The visit was organized by the ILO-IPEC Time-Bound Programme. To date, out of the 1,330 children who have been enrolled in the centers, 159 have been mainstreamed into government schools. Drop-in centers register scavengers/rag pickers who literally "drop in" during the morning and afternoon. The centers are

located in close proximity to depots in the Rawalpindi district where children perform this work.

26. Iqbal, Muhammad Javiad (2006a). Role of Education in Combating the Issue of Child Labour in Pakistan. Journal of Research in Education. University of Punjab, Lahore. Pakistan. (Hardcopy)

Source: Academic Institution

Child Labor: Brick Kilns, Carpet Industry, Chemicals, Footwear, Leather Tannery, Printing and Publishing, Leather and Leather Goods, Tiles

The article discusses the harmfulness of child labor which includes the physical, moral, intellectual and psychological health of a child. The article highlights the importance of elementary education in fighting child labor. The article points out the weak areas of Pakistan educational system and provides analyses of policy alternatives to use elementary education as a tool to address child labor problems.

The author views the informal sector as a supporting mechanism, which has casualness, flexibility in production, remoteness, immunity from labor laws, traditional labor relations, low wages, and apprenticeship which make child labor thrive. The article discusses the trades which involve child labor including tiles, carpet weaving, footwear, printing and publishing, leather and leather items, tannery, rubber products, chemicals, and brick kilns. The article concludes that the desired results towards the elimination of child labor could not be realized unless balance of incentives is skewed in favor of education rather than child labor.

27. Iqbal, Muhammad Javid (2006b). Child Labour—Declining Trends in Pakistan by Muhammad Javid Iqbal. Journal of Research in Education. (Hardcopy)

Source: Academic Institution

Child Labor: Tannery sector

The author of the article is (was) Joint Director Labour, Labour and Human Resource Department, Government of Punjab. This is a literary article in which the author has touched upon all aspects of child labor giving reference to many articles written on the subject by erudite scholars. The article begins by stating, situation in Pakistan serves as a breeding place for child labor due to massive poverty, high and accelerating youth unemployment, unchecked population growth, deteriorating law and order, wide spread drug addiction, and neglected education sector. For employers child labour is an economically interesting proposition. As a workforce, children are much cheaper than adult labour, more docile and relatively uncomplaining. Hazardous working conditions, long working hours and awkward physical postures coupled with denial of suitable education, training and the other

features of childhood like leisure and play, love and care, and premature burden of economic worries besides posing a direct threat to the capacity, quality, and length of life of the children kill imagination and creativity of working children. In support of the title of his article the author has linked declining trends in child labor with the steady growth in GDP. He has also referred to the Economic Survey of Pakistan 2003-04 which has shown increasing trends in all social and economic indicators.

28. Jalalzai, Musa Khan (2004). Child Labor and Child Abuse in Pakistan. Lahore. (Hardcopy)

Source: NGO Society for the Protection and Rehabilitation of Children, SPARC

Child Labor: All forms of child labor including Glass Bangle, Rag Picking Surgical, Tannery

The book is a compilation of authentic and relevant researches, papers and presents a thorough analytical picture highlighting the significance of various issues concerning child labor and child abuse in Pakistan. The writer of the book has studied and reviewed a large collection of articles, news bulletins, projects/programs and government policies in this regard. In this article the writer discusses the different causes which give rise to child labor and child abuse in the country. The writer discusses child abuse and child labor in Pakistan in the cultural and historical context relating them to poverty and illiteracy, and suggests practical remedies for tackling this ever growing menace. The writer gives reference to many researches carried out in the past by various organizations.

29. Khan, Ghulam Qadir (n.d.) Child Labour in NWFP-Pakistan (Hardcopy)

Source: Labour Union

Child Labor: Rag Picking

Children rights are human rights, whatever the reasons, if child rights are abused human rights are abused and no reason is good enough to allow abuse of human rights, states the profile. The foreword of the profile is written by the then Minister for Labor who said that the incidence of child labor in NWFP is 200 percent higher than the rest of the country. The Minister links child labor with poverty. The profile throws light on the incidence of rag picking children in the province. The report also discusses the NWFP government effort in addressing child labor problems.

30. Media should help government, NGOs eradicate child labour (2007, July 29). Peshawar Weekly. <http://peshawar-weekly.blogspot.com/2007/07/media-should-help-govt-ngos-in.html> (Electronic copy)

Source: News Article

Bonded Labor: Brick Kiln

Child Labor: Agriculture, Auto Workshops, Begging, Carpet Industry, Coal Mining, Deep Sea Fishing, Glass Bangles, Rag Picking, Soccer, Surgical Instrument Production, Tannery

Child Trafficking: Unspecified

The blog Peshawar Weekly posted an article from the Pakistani newspaper the Daily Times which covered a one-day capacity building workshop in Peshawar on ‘Activating Media in Combating Worst Forms of Child Labour in Pakistan. The workshop appealed to media persons to help the government, as well as national and international organizations, in curbing child labor through their writings, documentaries and awareness campaigns. The workshop was co-organized by the Ministry of Information and Broadcasting and the ILO.

Addressing, as chief guest, North-West Frontier Province (NWFP) Information Minister Asif Iqbal Daudzai said it was unfortunate that child labor was on the rise in Pakistan despite presence of numerous child rights’ laws. Saba Mohsin Raza said that in Pakistan, the worst forms of child labor existed in the sectors of carpet, soccer and surgical instrument manufacturing, rag pickers/scavengers, bonded labor/brick kiln, tanneries, auto workshops, fisheries, street children/beggars, trafficking, houses, coal mines and agriculture.

She, however, termed poverty, unemployment, lack of educational facilities, low literacy rate, negative attitude of family members, parents’ death, domestic violence and frequent beating/coercion at homes and schools the major reasons for child labor.

31. Moazzam Ali, Saqib Shahab, Hiroshi Ushijima and Aime de Muynck (October 2004). – Street Children in Pakistan. Social Science & Medicine. Volume 59, Issue 8, Pages 1707-1717

[http://www.sciencedirect.com/science?\\_ob=ArticleURL&\\_udi=B6VBF-4BYJVJ2-2&\\_user=10&\\_rdoc=1&\\_fmt=&\\_orig=search&\\_sort=d&view=c&\\_acct=C000050221&\\_version=1&\\_urlVersion=0&\\_userid=10&md5=42a10c12e98cdce16a89e2e71d04379d](http://www.sciencedirect.com/science?_ob=ArticleURL&_udi=B6VBF-4BYJVJ2-2&_user=10&_rdoc=1&_fmt=&_orig=search&_sort=d&view=c&_acct=C000050221&_version=1&_urlVersion=0&_userid=10&md5=42a10c12e98cdce16a89e2e71d04379d) (The summary is only available from the URL link. If DOL would like to purchase the full article, please inform Macro).

Source: Academic Journal

Child Labor: Rag Picking

This summary of this academic journal discusses the social conditions and nutritional status of street children (Rag Pickers) in Pakistan. Nutritional status is evaluated by an assessment of height and weight relative to age. A heterogeneous sample of 108 street children in the twin cities of Rawalpindi and Islamabad was studied. One hundred and one of them were children “*on the street*” having regular family contact; seven were “*of the street*”, without any family contact.

Most street children came from large families which had recently moved to the city in search of economic opportunities. Their parents had low education levels and were either unemployed or employed in unskilled occupations. Poverty clearly was an important factor. The majority of the children moved to the street to augment family income. Most of the children were males (81 percent) and the average age at beginning life on the street was under 10 years. The majority was working 8–12 hours daily with an average income of Rs. 40–60 per day (US \$1=Rs. 60). Important issues were parental exploitation, police harassment, abuse, and the impact of other street peers in their lives.

32. National Rural Support Programme (2007): Glass Bangle Movie.

(Electronic copy)

Source: NGO

Child Labor: Glass Bangles

This movie has been prepared by the National Rural Support Programme (NRSP), the implementing partner agency of ILO- IPEC project in Glass Bangle Making sector, Hyderabad-Pakistan. The movie describes the processes involved in bangle making, illustrates how working children are involved in performing these processes and depicts their hazardous effects on the child laborers.

33. Nazim vows to make Rawalpindi child labour-free district (2006, August 16). The Post Daily. Pakistan. (Hardcopy)

Source: News Article

Child Labor: Rag Picking

The article summarizes the commitment of the District Government Rawalpindi for making it a child labor-free district. Applauding the efforts of the ILO and its implementing partner Idara-e-Taleem-O-Agahi in the first meeting of the District Coordination Committee constituted for the review of the ILO-IPEC Time Bound Project ‘Rag Pickers’ the District Nazim vowed to uproot the menace of child labour rag pickers from the district. The Baseline Survey of some parts of Rawalpindi had identified 3,500 rag pickers in the areas.

34. NRSP-ILO (2006). Project Completion Report: NRSP-ILO an Alliance against Forced Labor. Islamabad. Pakistan (Hardcopy)

Source: International Organization, NGO

Forced Labor: Unspecified

Bonded Labor: Unspecified

The report highlights achievements of the ILO-funded project “Preventing and Eliminating Bonded Labor in South Asia which was implemented by the NGO

National Rural Support Program (NRSP). The project's objective was to rehabilitate and empower the freed bonded labor families through social safety nets which help prevent relapsing to forced labor and improving their future. The social support activities include education, health, micro finance services, and skill training. The project was implemented with about 850 hari families. The area covered were temporary camps in District Hyderabad and Jamshoro. The outcomes of the project include better understanding of the forced labor issue and families that receive the services were not relapsing to forced labor and migrated to other areas for better employment and opportunities.

35. Pakistan labour effort praised (2006, May 4). BBC News.  
[http://news.bbc.co.uk/1/hi/world/south\\_asia/4974022.stm](http://news.bbc.co.uk/1/hi/world/south_asia/4974022.stm) (Electronic copy)

Source: News Article

Child Labor: Carpet Industry, Coal Mining, Deep Sea Fishing, Glass Bangles, Soccer Balls, Surgical Instrument Production, Tanneries, Rag Picking

The BBC news reports that, ILO officials in Pakistan said that the country has virtually eliminated child labor in its soccer ball industry. They said that there is a marked decrease in the number of children working in the carpet industry as well. But officials said that more needs to be done because there are still thousands of children employed in various other industries.

The ILO Country Director for Pakistan, Ahmet Ozdamir, said that the country faces an ongoing child labor challenge - as do other countries in the region. He said that the organization would - with the help of European Commission - carry out a survey next year to determine the exact number of children employed in various industries. Another ILO official, Saifullah Chaudhry, told journalists that nearly 10,000 children (girls and boys) were currently employed in the glass bangles industry in Hyderabad in the province of Sindh, 5,000 children were employed in the surgical instruments industry in Sialkot in Punjab province, similar number of children were engaged in the deep sea fishing business along the Balochistan coast, several thousand children working in tanneries in the Punjab city of Kasur, around 1,000 children were working in coal mines in Shangla District of North West Frontier Province and Chakwal District of Punjab province, and 110,000 children who it says are engaged in rubbish picking and the hospital waste collection businesses throughout the five main urban centers of the country - Karachi, Lahore, Peshawar, Quetta and Islamabad. The ILO officials said that they are confident that they will be able to persuade the Pakistani government to eliminate child labour in all the above areas over the next three years.

36. Pathan Adeel (2007, February 4). Hyderabad's Bangle Boys and Girls.  
The NEWS. Pakistan. (Hardcopy)

Source: News Article

Child Labor: Glass Bangle

The article discusses the glass bangle industry of Hyderabad and the employment of thousands of children in the industry. The article mentions the loss of the children's childhood and the negative health impact. At the time the article was published 3,209 child laborers had benefited from the new ILO-IPEC project by getting admission in various educational initiatives of the project. The article throws light on the modalities and initiatives of the project. Finally, the article discusses the inadequacy and poor quality of education in government schools which is the second largest cause of child labor in the country. The article invites the attention of those who are at the helm of affairs to create an all inclusive education strategy so that the benefits of education are accessible to all, including the child laborers.

37. Promoting Human Rights, Labour Rights, Democracy, Social Justice and Piece, Pakistan (2007). Consultative meeting on occupational safety & health and child workers. <http://www.piler.org.pk/Activities.htm> (The URL link no longer works. The research has requested a copy from PILER. Macro will forward it to DOL).

Source: Research Organization

Child Labor: Tannery, chemical & dyeing, soap & detergent making, carpet, construction and cleaning of oil tankers.

This is a progress report of Pakistan Institute of Labour and Educational Research's (PILER) activities during 2007. Among others, the report informs the reader about the presence of child labor in the tannery sector of Pakistan. Six meetings were organized at Child Labor Resource Center (CLRCs) on occupational health and safety in Karachi, Lahore and Kasur. The participants included child and adult workers, employers, parents and CBOs' activists. The objectives included sharing information on ILO Conventions Nos. 138 and 182 and the Employment of children Act 1992, educate parents/employers on hazardous occupations and facilitate formation of working groups to eliminate child labour from the listed hazardous occupations. The participants identified child labour in respective areas in the following sectors: chemical and dyeing, tanneries, soap/detergent making, carpet weaving, construction, cleaning of oil tankers. Parents were motivated to take out their children from hazardous occupations and encourage them to turn to safe income-generating activities such as tailoring, carpentry, repairing of electronic gadgets.

38. Rally demands implementation of laws, Pakistan (2007, June 13). The NEWS. (Hardcopy)

Source: News Article

## Child Labor: Glass Bangles and Rag Picking

The article states that the ILO with the collaboration of the National Rural Support Programme and the District Government organized the rally from the Pakistan Chowk to the Hyderabad press club to mark World Day Against Child Labour. The children and the child laborers belonging to the Glass Bangle Industry carried banners and placards inscribed with slogans against child labour and demanding implementation of laws pertaining to eliminating child labor. Member of the Provincial Assembly Naeem Ishtiaq led the rally and highlighted the importance of the day. Meanwhile, a one-day consultative session on bonded and child labor issues was organized by the Society for the Protection and Rehabilitation of Children (SPARC) at the press club. The World Day Against Child Labor was observed in 22 districts of Pakistan. In Islamabad, the Minister of State for Education Ms. Anisa Zeb Tahirkheli was the child guest at the main event held in Islamabad at the ILO auditorium. This event was represented by the child laborers belonging to ILO's child labor project in the rag picking sector. The Minister informed the gathering that the Education Ministry in collaboration with ILO is mainstreaming the educational needs of the child labor in the National Education Policy 2007.

39. Rampant child labour in glass bangle industry (2006, May 14). The NEWS.  
(Hardcopy)

Source: News Article

### Child Labor: Glass Bangle

The article discusses the gruesome reality of child labor in the glass bangle industry of Pakistan. The article mentions Hyderabad being renowned for its glass bangles and there are almost ten thousand children working in miserable conditions to produce these delicate accessories. The children work more than eight hours a day and suffer from respiratory diseases, skin problems, bruises and burns, muscular-skeletal disorders like low back pain, neck pain and shoulder pain, and other disorders. ILO, in its report says that out of the 10,000 child laborers identified in the glass bangle industry 6778 boys and 2,806 girls are involved in hazardous work. The article also established link between child labor, poor and inadequate education facilities and services, parents' illiteracy, and poverty. These children are exploited by the employers who pay them less and make them work more. The survey also reveals that most of these children have never been to school. The article calls for immediate implementation of the article 11(3) of the constitution of Pakistan which forbids involvement of child labor. According to some rough estimates approximately 8 to 10 million child laborers are toiling in Pakistan though government tends to decrease the figures to 3.5 million.

40. Save the Children, UK (2002). Children in Glass Bangle Industry in Hyderabad. Islamabad. Pakistan (Hardcopy)

Source: International NGO – Save the Children, UK

Child Labor: Glass Bangles

The key finding of the research is that there is a high prevalence of children in the glass bangle industry and for many this labor starts at a very young age and continues into adulthood. One of the major reasons identified for children's participation in this industry was poverty that left families few options but for the children to lend a hand in income generation. Eradication of child labor from this industry is not a viable option unless new avenues and opportunities are created. The research also revealed that most bangle work was carried out within the home and the number of workshops was comparatively minuscule. From the 509 houses surveyed, 255 had two or more children involved in bangle making and around 117 households had only one child doing bangle work. Hence about 73 percent children were involved in bangle making one way or the other.

41. Save the Children UK (2006): Baseline Survey Report. Islamabad. (Hardcopy)

Source: NGO

Child Labor: Rag Picking

Save the Children UK is implementing a child labor project in Balochistan and NWFP provinces of Pakistan since 2005. The title of the project is 'Mitigating Child Labour through Education in Pakistan. This report discusses the findings of the baseline survey that was carried out in three districts namely, Peshawar, Quetta and Qila Abdullah, and in Khyber Agency (federally administered tribal area). One of the major survey findings were that 65 percent of the children belonged to lower and lower middle income groups. Another salient finding of the survey was the more than 50 percent child labor was working for more than 200 hours a month. Of the total children surveyed 7 percent, 11 percent and 31 percent of children were involved in rag picking in Qila Abdullah, Peshawar and Quetta respectively.

42. Save the Children, UK (2007) Pakistan: Vulnerability of Children to HIV/AIDS in Lahore. Hard Copy

Source: NGO

Child Labor: Street Vending, Services (hotel, massage), Sexual Exploitation, Trash Picking, Workshop Work (unspecified good)  
(Hardcopy)

The 2007 report states that street children, children in alternate care, sexually exploited girls, child trash pickers and workshop boys, refugee children, runaways, Male Having Sex with Male (MSMs), child massage workers, child truck workers, child hotel workers, are at a high risk of contracting Sexually Transmitted Infections (STIs) and HIV/AIDS. The questionnaire-based interviews and focus groups with children were conducted in selective areas of the second largest city of Pakistan Lahore. The survey findings are that all the above categories of children suffer from sexual abuse by employers and caregivers; they have lack of healthy recreational activities, live in unhygienic conditions. Prevalent of misconceptions regarding sexual health are compounding factors to the vulnerability. The report mentions girls working in the red light district, boys working in hotels and made available for foreigners for sex, children picking trash, as well as case studies of a child working in a fruit market 12 hours a day and being physically abused a child working as a massage worker, and a child working in a workshop (unspecified product). The report also shows the maps of Lahore where different groups of children vulnerable to HIV/AIDS are located.

43. Sheikh Nabeel Ahmed. (2006). Eradicating Curse of Child Labor. The Daily Mail. <http://dailymailnews.com/200611/18/dmcolumnpage.html> (Electronic copy)

Source: News Article

Child Labor: Automobile Workshops, Carpet Industry, Garments, Glass Bangles, Leather Tannery, Soccer Balls, Surgical Instrument Production, , Textile

An article by Nabeel Ahmed Sheikh discusses the causes of child labor in Pakistan. He indicated that child labor is a cause and a consequence of the socio-economic and political reality. This problem is closely interlinked with various other socio-economic and political problems of this continent. Landless, poor access to resources and production, gender inequity, inequitable distribution of land, unemployment programs and environmental degradation are the underlying factors for this curse.

The author of the article also discusses the various on-going projects initiated by the Government of Pakistan: ( i) Pakistan Bait-ul-Mal Schools for Rehabilitation of Child Labour. ii) Elimination of Child Labour in: Soccer Ball and Surgical Industries; Carpet Industry in Pakistan; Rehabilitation and Prevention Programme working in Leather Tanneries, Kasur; Non-Formal Education and Occupational Safety and Health Project Children working in the Automobile Workshops; Non-Formal Education and Awareness Programme for Children, working in Textile, Garments and Leather Sectors; and .Child Labour Education Programme (CLEP) in Sindh. Under different projects some of which launched with the assistance of ILO-IPEC more than 25,000 children have been withdrawn from workshops and are being imparted formal and non-formal education.

44. Social Policy and Development Center and Ministry of Labour, Manpower and Overseas Pakistanis (2002). Proceedings of one-day orientation workshop on child labor issues. Islamabad. (Hardcopy)

Source: Research Institution and Government Agency - Ministry of Labour, Manpower and Overseas Pakistanis

Child Labor: Glass Bangles, Surgical, Tannery, Rag Picking

The workshop was jointly organized by the Ministry of Labour and a research institute called Social Policy and Development Center (SPDC). The presentations made by different eminent professionals, intellectuals and bureaucrats made it amply clear that child labor is an every increasing menace in the country which is fast spreading in all trades and professions. The speakers discuss all aspects of child labor including its supply, demand, causes, consequences, etc. The speakers highlighted the efforts of ILO in helping the Government of Pakistan to address this serious social problem and also referred to government's efforts in developing a research-based list of hazardous forms of child labor which include, working in the tannery, surgical, glass bangle making and rag picking sectors.

45. Society for the Protection and Rehabilitation of Children (2005). The State of Pakistan's Children 2005. Islamabad: Author (Hardcopy)

Source: NGO

Bonded Child Labor: Unspecified

Forced Adult Labor: Brick Kilns and Carpet

Forced Child Labor: Brick Kilns and Carpet

Child Labor: All forms of child labor including Glass Bangle Surgical, Rag Picking, Tannery

This report presents a range of perceptions of the situation of Pakistani children including child labor, bonded child labor and adult bonded labor. Chapters on health, education, children in prison, child labor, and violence against children and on the consequences of the October 2005 earthquake on children, along with other data and analysis represent a well-researched, carefully prepared report. The report states that child labor is a major problem in Pakistan. The only available government statistics are outdated but SPARC estimates that 8 million children are engaged in different forms of child labor. The report links child labor to inadequacy and irrelevance of government education system. The report goes on to discuss various ills of the Education sector of Pakistan. The report discusses the causes of child labor as: poverty; poor access to ad quality of education; social acceptance; and business profit & competitiveness. The report also discusses different forms of child labor including those which have formed part of ILO-IPEC TBP, such as, tannery, surgical, glass bangle and rag picking. Finally, the report discusses the possibilities of addressing child labor. The report

mentions forced labor (adults and children) in the Brick and carpet production industries.

46. Society's productive underbelly (2006, March 16-22). The DAWN. Pakistan. (Hardcopy)

Source: News Article

Child Labor: Rag Picking

The news article discusses different facets of the society vis-à-vis the curse of rag picking by the young child laborers and their miserable plight including different hazards these children suffer everyday. The private sector involved in recycling waste includes rag pickers, middlemen, transporters, and finally re-processors. In terms of human resources this sector is arranged with rag pickers at the bottom of the pyramid and forming the backbone of waste collection. With a large woven sack flung on his/her shoulder, a rag picker begins work early, because otherwise, s/he will miss the waste. By the late afternoon the rag picker returns to the store of a middleman or Kuchra kundi or Kabaria. The waste should be sorted out according to almost 30 different types of plastics, paper, and metals. They must be clean and dry, or the Kabaria will not accept them. Thousands of poor child rag pickers sort out waste. The article mentions injuries associated with work including cuts, burns, backaches, allergies, dog-bites, and respiratory disorders.

47. Sustainable Development Policy Institute-SDPI (2003). Scavenging: Depriving children of the right to be young, free of abuse. [http://www.sdpi.org/help/research\\_and\\_news\\_bulletin/may\\_june\\_bulletin/articles/Scavenging%20Depriving%20children.htm](http://www.sdpi.org/help/research_and_news_bulletin/may_june_bulletin/articles/Scavenging%20Depriving%20children.htm) (Electronic copy)

Source: Research Organization

Child Labor: Casual Work (unspecified), Rag Picking, Sexual Exploitation

The report states the miseries of rag picking children in the country. The report discusses children's vulnerability to diseases, burden of labor, and deprivation from attending school and the specifics of their labor. Some children aged 15 and above work at night in summer. They start in the evening and finish at 12:00 or 12:30 at night. Markets, areas near hospitals and hotels are their hunting places at night. They visit hotels late at night to collect leftover food for themselves and their families. The children who work at night also work as casual laborers at daytime. Their work at night is, however, very risky as sometime they end up in 'hawalat' (police lock up). They have no chance to get education and therefore they are illiterate. In a nutshell they are propertyless, unemployed and non-skilled people, lower than the rank of proletariats. The most common illnesses are Ear Nose and Throat infections, spinal pain, rashes, skin related problems, fever, headache and cough.

The open drainage system in the city areas is also a source of all sorts of waste, especially hospital waste. These children collect all kind of waste ranging from animals bones to used shopping bags, papers, books, broken glasses, bottles including medicine and chemical, clothes, needles, syringes, used hospital bandages and cotton, operation theater equipments like knives, scissors, cutters, shoes, consumer goods packing, iron, copper, broken crockery, plastic and all other house hold items. But hospital waste is the most precious one as for as value is concerned. Syringes, drip bags and urine bags are sold at a price of Rs. 40 (66 USD) per Kg, used cotton bandages Rs.10 (0.08 USD) per Kg. and the rest of other waste at Rs. 4 to 10 (0.04-0.08 USD) per Kg. Junkyard owners cut 1 to 2 Kgs of weight from all the waste except hospital waste, an incentive for concentrating on collection of hospital waste. In May 2003, SDPI sent its research teams to the provincial capitals to launch an ILO-funded project on scavenging. Age groups ranging from five years old to 18 were interviewed besides interviewing some other concerned people.

48. 10,000 children are involved in the Glass Bangle Industry (2007, May 28). The Daily Qaumi. Karachi, Pakistan. (Hardcopy)

Source: News Article

Child Labor: Glass Bangles

The news article reports the proceedings of a workshop that was sponsored by the ILO to highlight the involvement of child labor in the Glass Bangle industry of Hyderabad/Pakistan. ILO has reported that 10,000 children of less than 18 years of age are involved in the Glass Bangle industry of Hyderabad who toil for 11 hours everyday and get less than an adult worker. Most of the children have been found working in a home-based environment and they are suffering from various diseases causes due to different factors. One of the major causes for the child labor is the rampant poverty and also poor quality of education in government-run schools due to which parents are forced to engage their children in child labor.

49. TEVTA signs MoUs to help prepare skilled labourers (2008, February 12). The Daily DAWN.

[http://epaper.dawn.com/artMailDisp.aspx?article=03\\_02\\_2008\\_177\\_003&typ=0](http://epaper.dawn.com/artMailDisp.aspx?article=03_02_2008_177_003&typ=0)  
(Electronic copy)

Source: News Article

Child Labor: Surgical Instrument Production

The article states that the Technical Education and Vocational Training Authority (TEVTA) has signed memorandum of understandings with three organizations, including an NGO, to contribute to the elimination of unskilled labor (child labor)

force from the surgical and sports industries in Sialkot. According to one MOU 120 children would be given vocational training for surgical working in four skills: polishing; grinding; filing; and fitting at Apprentices Training Centre, Sialkot.

50. WESS Working Children's Programme, Pakistan (2003a). Helping Children be Children. (A Documentary Film)

Source: NGO

Child Labor: Rag Picking

Children involved in garbage picking and other particularly hazardous occupations are the main focus of the Water, Environment & Sanitation Society (WESS ) Working Children's Programme. The WESS Working Children's Program runs several drop-in centers where working children can access non-formal education, washing facilities and food. Most importantly, the drop-in centers provide a safe and happy child-centered environment. Some drop-in centers are close to garbage recycling depots and auto-workshops to provide secure respite when the children are far from their homes. Others are in close proximity to garbage picking children's communities so the children can spare maximum time for the centers' activities. More than 600 boys and 500 girls visit the centers regularly.

The following organizations have contributed one way or the other to the WESS Working Children's Programme and also in the preparation of this documentary: Save the Children US, UNICEF, Concern Pakistan, the Canadian International Development Agency (CIDA), the International Catholic Migration Commission, Oxfam GB and Australian Volunteers International.

51. WESS (2003b). The Garbage Picking Children of Quetta. Quetta. (Hardcopy)

Source: NGO

Child Labor: Rag Picking

This report by the NGO Water, Environment & Sanitation Society (WESS) summarizes the results of a survey of 300 children picking garbage in Quetta, Pakistan, in November 2003. It was designed to increase public, government and development sector understanding of garbage picking children and to inform program development, advocacy and awareness raising.

Garbage picking children are a common sight in Quetta. Over 800 garbage picking children regularly attend WESS drop in centers for non-formal education, health and hygiene education, food, washing facilities, play and shelter. There are many more garbage picking children in Quetta that the WESS program has not yet reached.

This research focused on the garbage picking children's economic and social conditions. Where relevant, the results from this survey of garbage picking children are given in context provided by a nationally representative survey of adolescents aged 15-24 (Population Council, 2002). This report also includes a brief summary of the results from a survey of 50 garbage depots who buy sorted garbage from garbage picking children.

52. Workshop calls for steps to end child labour in bangle industry (January 28, 2007)  
The NEWS. [http://www.thenews.com.pk/daily\\_detail.asp?id=40769](http://www.thenews.com.pk/daily_detail.asp?id=40769)  
(Electronic copy)

Source: News Article

Child Labor: Glass Bangles

The article states that the participants of the workshop agreed on two things: poverty is the cause for child labor and that though child labor and poverty cannot be addressed by providing education alone, these can be reduced to some extent by providing social services to children doing labor. The workshop was organized for journalists by the ILO in collaboration with the National Rural Support Programme and the Hyderabad Press Club. On the occasion the District Nazim expressed his resolution to reduce and gradually eliminate child labor from the district by implementing the advice of the District Coordination Committee that has been setup for this purpose. The speakers applauded the efforts of ILO for reducing the menace of child labor from the country by implementing various projects under which different social services have been provided to the victims of child labor.

53. World Report - Pakistan: a cirrhotic state? (November 20, 2004). The Lancet  
(Electronic version)

Source: Academic Journal

Child Labor: Rag Picking

The report focuses on three gruesome realities of the Pakistani society: (a) illegal and medically unauthorized reuse of syringes; (b) children involvement in collecting hospital waste; and (c) improper hospital waste disposal. Another unnoticed but alarming problem is the way in which medical waste is managed in Pakistan. Most used syringes and needles are dumped, along with other medical waste, in open rubbish tips just outside hospitals. Rag pickers mostly children—and many of them Afghan refugees or members of other vulnerable groups—collect used injection devices and sell them. Children can easily get hold of discarded syringes and blindness caused by needle injuries is not uncommon. Routine reuse of syringes in Pakistan's back-street health centers has caused a

surge in blood-borne infections such as hepatitis B and C, which experts have dubbed “the AIDS. It is estimated that about half of all injections administered in Pakistan involve reused syringes.

In the public sector, reuse of syringes occurs mainly because of equipment shortages. A nationwide survey by the ministry of health in 2002 revealed that as many as 72 percent therapeutic injections and 50 percent immunization injections in public health-care facilities were unsafe and potentially dangerous. The government also plans to provide new, single-use injection devices to public health facilities. These will complement two schemes already set up by the government: inclusion of routine hepatitis B vaccination for children, and provision of auto-disposable syringes in each health-care facility.

## Researcher's Response to DOL Comments

### GENERAL

- It would be much more helpful if the documents could be consolidated. That is, one summary document, one “Type I interviews” document, one “Type II,” and one “Site visits.” The materials as sent were more difficult to sift through.

Macro has consolidated the documents and resubmitted them to DOL.

- The TORs had stated that the researcher would focus on cotton picking, small scale yarn making, tanneries, glass making and bangle making sectors (this is actually 5, but we had expected 4 from among these). It seems the cotton picking, yarn making, and glass making did not end up being chosen, and instead he focused on surgical instruments and rag-picking. **In the case of surgical instruments this is all right. However, the rag-picking is not really useful to us because it is not a good.** This involves children scavenging through waste dumps – a terrible form of child labor, but not resulting in a tangible good. Thus what we received was only 3 goods.

#### I. Researcher's Explanation for Change of sectors from Cotton Picking, Yarn Making and Glass Making to Surgical and Rag Picking

Following my detailed discussions with a number of government agencies, international donors (including ILO, Save the Children UK, European Union) and national NGOs/research organizations, such as, [REDACTED]

[REDACTED] etc, it became obvious that documentary evidence is not available which proves that there is an incidence of child labor and/or bonded/forced labor in these sectors. The discussions in Pakistan that this is incidence of child labor and forced labor in these three sectors are based on either anecdotal evidence or some research that was conducted far back in the past. The most recent research conducted by SDPI (was in the draft form when shared with me about two months ago) in the cotton picking area (southern Punjab and northern Sindh) does talk about rampant poverty but is absolutely silent on the issues of child labor and bonded labor.

Same is true of Yarn Making and Glass Making. Government officials and representatives of international donor agencies and NGOs do talk about the presence of child labor and bonded labor in these sectors but failed to provide any documentary evidence.

As an honest researcher, having sympathy for the human suffering, I wanted to use this opportunity to bring out some facts to the limelight but, could not do it due to reasons explained above.

I made exhaustive efforts in contacting a lot of professionals (both individuals and organizations) to get solid information on the above sectors but could not succeed in finding information on the topic.

#### April 04, 2008 Email

I started my field work from March 31, 2008 from Lahore. Based on my discussions with various organizations and professionals all over the country, I have revised my trades to-be-researched. As proposed earlier Glass Bangle and Tanneries remain unchanged however I have replaced cotton picking and power looms with Surgical and Agriculture or Rag Picking. The only reason for this change is that I cannot collect more than a maximum of 4/5 documents on the left out two trades.

#### April 06, 2008 Email

Apropos switching sectors with little information with ones with more information, you are right we will be overlooking the former sectors but, I am bound by the contract to provide approximately 30 documents for each good. To date I have interviewed and contacted so many leading stakeholders in the country and am finding it extremely difficult to get hold of the required number of documents even for the final four sectors. That is a reality in Pakistan; unfortunately we do not have the culture for doing primary research, as a result, much of the information is either based on the past researches or is anecdotal. The documents that I have reviewed on cotton picking, for instance, do talk about rampant poverty in the cotton cultivation areas but, are silent over the issues of child or bonded labor. So even these reports are not valid as far as the scope of this research study is concerned. Based on my document review on cotton picking so far I cannot say (and prove) that child labor/forced exists in this sector. Remember, I can only refer to documents that are not older than January 2002.

## II. Researcher's Further Explanation on the Rag Picking Sector

Almost all the items that are picked up by the rag picking children are either recycled or reused in the country. One of the major examples of recycling is that of Green Earth Recycling Program where all kinds and types of plastic and polythene is recycled into numerous plastic goods, such as, dustbins, chairs, children rides, etc. Please take a look at <http://www.greenearthrecycling.com>

Additionally, paper, card board etc are recycled by Tetrapak. Glass is recycled into glass bangle, bottle, glass, crockery, etc. Iron goes to iron furnaces and is recycled in numerous forms. The list is inexhaustive. Therefore, the researcher's opinion is that this argument is not true that Rag Picking does not result in a tangible good.

## SUMMARIES

- The work is well-done. The summaries are concise and contain most of the needed information.
- We received three summaries: rag picking, surgical instrument manufacturing, and tanneries. There were some interview notes on glass bangles, but no summary. I am concluding that there were 4 goods (rag picking, surgical instruments, tanneries, and glass bangles), but we still need a glass bangles summary.

Macro did not receive researcher's documents on the glass bangle sector. The researcher informed Macro after seeing DOL comments that he sent them to Macro on April 20, 2008. The researcher resent the glass bangle documents which Macro is submitting to DOL.

- In the tannery summary, please be more specific about what goods are being made. Is the "good" simply "finished leather"? (If so, that's fine – but please state this in the summary.) Or are actual leather products being made in the tanneries and if so, which ones? (e.g. purses, shoes, etc.) This is quite an important aspect for DOL. The summary is very useful except it needs to be more specific about the good(s) being produced at these tanneries.

The tannery summary has been amended with requested information.

- Similarly, with surgical instruments, could you specify if there are specific instruments and what they are called? How many different instruments are made at these factories?

The surgical instrument summary has been amended with requested information.

- All three summaries made statements about child labor but not adult forced labor. **In general, the researcher seems to have focused 100% on child labor and not on forced labor of adults – please confirm?** While we did hope for some balance between the two, technically this is within the terms of the TOR.

### III. Researcher's Explanation for Focusing on Child Labor and not on Forced/Bonded Labor

I have addressed this concern under 'I' above, however, I would like to add that the research had certain pre-conditions, such as:

- a) 30 documents not older than January 2002.
- b) US DOL's efforts should not be duplicated by doing research on a good about which substantial evidence already existed. In this regard USDOL's existing Annotated Bibliography was provided to the researcher.

I reiterate that due to the absence of substantive concrete evidence about the presence of bonded/forced labor in the production of a specific good I could not research this area. I could have conducted Type I and II interviews which could have supported presence of forced/bonded labor in certain sectors, such as, cotton picking, glass making and yarn making but, I could not have produced documentary evidence. So, that was my limitation.

## **SITE VISIT NOTES**

- I believe I received Site Visit notes for rag-picking (2), surgical instruments (2), and tanneries (1). Please confirm. The TOR stated 2-3 site visits per good. If this was not done please briefly explain the reason.

For every good researched, two site visits were conducted. For the tannery sector site visits, the site visit note includes 2 site visits. Careful reading will inform you that I visited 2 tanneries: [REDACTED] The reason for putting the two visits in the same document was to explain to the reader the sequence of processes that take place in the tannery sector. Macro is submitting the site visit notes from the glass bangle sector which the researcher resent.

- The notes we did receive are helpful. The visits are well-described and contain useful detail.
- Please make each site visit note clearer with respect to whether the work is being performed by children, adults, or both (the notes state “victims”)

Please see attached revised site visit notes.

## **BIBLIOGRAPHY**

- The format of this actually looks fine, no need to re-format.