

# STILL MORE TO DO

**CHILD LABOR IN THE BRICK, ZARI EMBROIDERY,  
AND CARPET INDUSTRIES**



**Sakriya**

**Civil Society Action to End Exploitative Child Labor  
2018-2022**



**WORLD EDUCATION**

**Prepared by Tom Robertson**

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Funding is provided by the United States Department of Labor under cooperative agreement number IL-32527-18-75-K. 100% percentage of the total costs of the project or program is financed with federal funds, for a total of 2.85 million dollars. The Sakriya project works across three child labor sectors in 45 municipalities and three provinces, with eighteen partners. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

# Foreword

World Education has worked in Nepal to combat child labor for more than 20 years, initially working directly to rescue and remove children from exploitative labor and rehabilitate them. In recent years, however, our focus has shifted to strengthening the capacity of local institutions—both government and civil society—to combat child labor and other forms of labor exploitation. The Sakriya project (which means “active” in Nepali) works to build the capacity of Nepalese civil society organizations to more effectively detect and control child labor in Nepal’s brick, embroidery (zari), and carpet weaving sectors, and to facilitate the provision of services to those affected.

The project is implemented by World Education in partnership with three technical partner organizations: Terre des hommes (Tdh), Antenna Foundation Nepal (AFN) and Swatantrata Abhiyan Nepal (SAN) to build the capacity of civil society groups. World Education provides the overall leadership of the Sakriya project. These technical partners have worked with 15 local partner non-governmental organizations (NGOs) in three provinces with a strong presence in the targeted sectors. Each NGO works in three municipalities in their district and collaborates with the three municipal governments.

These NGOs worked with their networks of community based organizations (CBOs) to do surveys to identify children working in these sectors. This has been supplemented by in-depth case studies. The NGOs then developed reports in Nepali for each of the 45 Municipality governments and respective Provincial governments. In addition, NGOs used this information to inform Social and Behavior Change Communications (SBCC) campaigns, to plan for the removal and rehabilitation of child laborers using case management with the Municipalities, and to inform local policies and programs. To identify trends across these localized efforts to identify and document child labor and to make the NGOs’ findings on these three sectors more accessible in English, we have compiled the information from these many reports into this summary document and hope it will be useful to help understand the situation of child labor in these three sectors.

We would like to express our gratitude to our consortium partners and to our 15 implementing partners: Aasaman Nepal (ASN), Child Protection Organization (CPO), Rural Development Center Nepal (RDC Nepal), Social Development Center (SDC), Save the Saptari (STS), Child Development Society (CDS), Prayatnashil Community Development Society (PRAYAS - Nepal), Urban Environment Management Society (UEMS), Grameen Mahila Swabalamban Sanstha (GMSS), Mahila Atma Nirbharta Kendra (MANK), Backward Society Education (BASE), Banke UNESCO Club (BUC), Dalit Human Rights Watch Committee (DHRWC), Human Rights Awareness Center (HURAC), and Tharu Women Upliftment Center (TWUC). With their support, Sakriya was able to produce better data through participatory research and awareness campaigns, and address the needs of child laborers in brick, zari, and carpet sectors across 15 targeted districts through a systematic case management process. Ultimately, these will contribute to the project goal of reduced child labor and improved working conditions for young workers.

Special thanks to Dr. Tom Robertson for preparation of the report and Mr. Aatmiya Silwal for the analysis and visualization of the available data.

# EXECUTIVE SUMMARY

Under World Education's Sakriya Project to build the capacity of civil society organizations to address child labor, 15 partner NGOs conducted surveys, collected case studies, and conducted policy reviews in their local communities in 49 local government areas to identify and respond to the needs of children working in three sectors: the brick industry, the carpet industry, and embroidery (zari) work within the garment industry. The information they gathered was then used to design awareness raising and prevention activities, determine case management and the services needed to rehabilitate and protect these children from further harm, and to inform local government and NGO policies and future programs. The efforts by NGOs were community-oriented action research efforts to inform programming and advocacy rather than rigorous research studies. The 15 NGOs received similar training, but led design and implementation of identification and documentation efforts in their respective areas according to local priorities. Thus this report reflects a compilation of information gathered using similar methods in different areas rather than a uniform research protocol.

The information gathered by NGOs in this report is a compilation of three standalone reports on the situation of children in brick, zari and carpet industries across 49 areas. The information provided cannot be generalized about other locations. In addition, NGOs identified many other children working in other sectors such as transportation, agriculture, small restaurants and as domestic servants.

## Overall Findings

- 1. Many more child workers were identified than expected.** The NGOs found 9,496 children working in brick factories, 178 working in zari embroidery workshops, and 532 working in carpet factories and 295 children working on home-based looms. These are only the children identified by our partner organizations in certain pockets of Nepal. It is possible there are many more that were not identified.
- 2. The migratory cross-jurisdictional aspect of the child labor problem in these three industries makes data gathering and enforcement much more difficult.** Many of the children cross district and even national borders to work in illegal settings. According to our research, 38% of the children brick kiln workers in Nepal are from India. All of the Nepali children who do zari embroidery work do so in workshops in India. This migratory aspect of the problem makes it very difficult to gather accurate information and to create meaningful enforcement programs. Just knowing how many children are involved is extremely complicated. The problem suggests the need for robust tracking programs.
- 3. Changing roles and responsibilities under Nepal's new federal system has created knowledge and enforcement gaps.** Under the new system, local government has the power to make and enforce policies that relate to the management of factories and labor standards. This includes the registration of businesses, taxation, social security, monitoring of workplaces, and ensuring occupational safety and health. They also have the power to enforce fines and other penalties when laws are broken. However, the staffing is incomplete and training is haphazard. Municipalities need more assistance especially with the migratory, cross-jurisdictional nature of the problem.

## Brick Industry Findings

Fourteen partner NGOs identified children working in brick factories. In total they identified 9,496 children working in the brick industry. There have been large past surveys and rapid assessments of the brick industry. Our information was collected over three brick seasons in 2020, 2021 and 2022 and so reflects the situation in these specific locations during the COVID-19 pandemic. It only provides a current snapshot of the situation. With the impacts of the COVID-19 pandemic and climate change, the exploitation of children in the brick industry is likely to persist and the detailed insights from the Sakriya project partners can help inform local and national strategies to address child labor.

### Other notable findings:

- **52% of the 9,496 were in 5-13 age group while 48% were in 14-17 age group.**
- **38% of the child laborers in Nepal's brick kilns were from India.**
- **The average daily earning of child laborers in brick kilns: Rs. 412 (approximately 3.5 US dollars)**
- **29% of the children worked above 8 hours per day.**
- **Harsh work conditions.** 92% of the respondents reported that they had observed physical injuries to coworkers or themselves. 86% said that they have to work in dusty and polluted place.



## Zari Industry Findings

Two NGOs sought to identify children working in the *zari* industry. In total 178 children were identified, the majority of which were children that had returned temporarily from *zari* work in India because of COVID-19. This information was collected between 2020 and 2022 across five municipalities, hence, reflects the situation in these specific locations during the COVID-19 pandemic. It provides some insights on children in the *zari* industry, but more information on this hidden sector is needed. As the impacts of the COVID-19 pandemic, climate change and a global economic and food security crisis impact these impoverished Terai communities, the forces pushing children into exploitative work in the *zari* industry are likely to increase. More effort will be needed to understand what is happening in this cross-border situation to help inform local and national strategies and cross border collaboration with India to address child labor.

This report emphasizes several aspects of the *Zari* situation:

- Cross border migration. The Nepali children were migrant workers working in Indian *zari* workshops.
- Much of the work is hidden. It is very hard to get solid information.
- Most parents and children like the work so it is hard to counteract.
- Most of the children are involved are boys.
- Many of the children and their families are in debt.
- Consumers who purchase embroidered goods are not aware of the problems.
- The situation is ever-shifting.
- There is very poor enforcement of labor standards.

## Carpet Industry Findings

Five of World Education's partner NGOs identified children working in the carpet industry. In total they identified 532 children under 18, of whom 60% are girls, working in Nepal's carpet factories. The NGOs and their volunteer networks were able to access 90 factories in the Kathmandu valley with many more within their target areas denying them access. This information was collected between 2020 and 2022 across four municipalities, hence, reflects the situation in these specific locations during the COVID-19 pandemic. With the impacts of the COVID-19 pandemic and climate change, the exploitation of children in the carpet industry is likely to persist and the detailed insights from the Sakriya project partners can help inform local and national strategies to address child labor.

After the 2015 earthquakes many workers returned to their home communities and established home-based looms. Reports in the media and from child rights groups suggested that increasing numbers of children were engaged in the carpet industry on home-based looms, but little was known about the children in home-based work. Five Sakriya partners identified 295 children working in seven municipalities doing home-based work in the carpet industry. This was concentrated in a small number of communities. 78% of the children working in home-based enterprises were girls. More younger workers were identified in home-based enterprises with 57% in the 14-17 age group and 43% were of 6-13 age group in comparison with factory workers. Most were attending schools and working mornings, evenings and holidays. Many parents and local governments see children working on home-based looms as being a form of vocational training and being less harmful. As damage to the lungs from fine wool fibers is hard to assess and there are concerns about eyesight issues, a proper occupational safety and health study of children working at home is needed to determine the actual situation. This will support efforts to address the home-based looms and inform prevention work and local policies.





**BRICK**



# CHILD LABOR IN NEPAL'S BRICK INDUSTRY

In Nepal's construction boom, which has lasted over a decade, bricks are a key building block. Brickmaking depends upon thousands of seasonal migrant laborers, including approximately 30,000 children. Working in a brick factory is one of the worst forms of child labor in Nepal.

Under the Sakriya Project to build the capacity of civil society organizations to address child labor, 15 NGOs conducted surveys, collected case studies and did policy reviews in their local communities across 49 local government areas to identify and respond to the needs of children working in three sectors: the brick industry, the carpet industry, and embroidery (zari) work within the garment industry. The information they gathered was then used to design awareness raising and prevention activities, determine case management and the services needed to rehabilitate and protect these children from further harm and to inform local government and NGO policies and future programs.

Of these 15 NGOs, 14 identified children working in brick factories in these jurisdictions. In total they identified 9,496 children working in the brick industry. There have been large past surveys and rapid assessments of the brick industry. Our information was collected over three brick seasons in 2020, 2021 and 2022, reflecting the situation in these specific locations during the COVID-19 pandemic. It provides a current snapshot of the situation of children in the brick industry but cannot be generalized for other locations. With the impacts of the COVID-19 pandemic and climate change, the exploitation of children in the brick industry is likely to persist and the detailed insights from the Sakriya project partners can help inform local and national strategies to address child labor.

This report provides background on the children who migrate seasonally to work in brick factories: who is involved and why, what work they do, and under what conditions.

The report emphasizes several aspects of the problem:

1. Lack of opportunity creates a cycle of debt for children's families.
2. The "piece rate" payment system creates incentives to work to the point of exhaustion.
3. The migratory, cross-jurisdictional nature of the labor makes data and enforcement much more difficult.
4. The changing roles and responsibilities under federalism has created enforcement problems.
5. Many children report satisfaction from brick kiln work.

This report also identifies several things that have worked well:

1. Awareness raising and capacity building for municipality staff
2. Access to microfinance
3. Case management systems
4. Social Behavioral Change Communication (SBCC) strategies

The report ends with targeted recommendations:

## **Community Level**

1. Prioritize vulnerable families for livelihood support.
2. Prioritize migrant children for educational opportunities in source communities.
3. Create educational opportunities for child workers near brick factories.
4. More SBCC awareness raising.

## **Municipality Level**

1. Foster inter-municipality coordination.
2. Establish systems to determine "piece rates".
3. Reduce proliferation of local committees wherever possible.
4. Expand use of worker data management.

## **Provincial and National Level**

1. Foster more cross border coordination.
2. Expand number of labor inspectors.
3. Expand the certified brick program.
4. Plug legal gap on "cottage industries".
5. Create coherence in legal mandates.
6. Revise penalties in the Child Labor Act.

## Background

**A long history of brickmaking and recent construction boom.** For centuries Nepal has been famous for its bricks. Early 19<sup>th</sup> century British visitors commented on their quality. Historically, brickmaking was a cottage industry conducted on the outskirts of Kathmandu Valley towns, but in recent decades the operations have grown in scale. Reconstruction after Nepal's 2015 earthquake and Nepal's increasing urbanization fueled the need for building materials.

**Tasks by children.** Brick factories have rudimentary kilns but a lot depends on manual labor. Increasingly, the work is done by migrant labor, including many children. Child laborers do a multitude of tasks around brick factories. They carry and prepare the mud and clay, make and dry raw bricks, and most commonly, carry raw and fired bricks.

**Seasonal labor migration.** Brick factory work is seasonal work, corresponding with Nepal's dry winter. Brickmaking requires dry weather. The season usually extends from the end of October until the end of May. This corresponds perfectly with the agriculture cycle in Nepal's hills. Most rice is harvested in October and November, freeing workers to move to brick factories for seasonal work.

**Poverty pushes the labor migration.** Brick kiln workers come from poor rural communities. Many are landless and most are in debt. Their home communities offer few work opportunities, little access to health care, and failing schools. Climate change is adding more uncertainty to everyone's lives. Children often migrate with their parents to help with brick kiln labor.

**Caste characteristics and district and national origins.** In our data, 33% were Janajatis, 29% Dalits, 23% Muslims and 15% were others such as Non-Dalit Terai castes and Upper Caste Brahmin/ Chhetris. Most are from Nepal, but 38% come from neighboring districts in India (particularly in Lumbini Province factories). Districts such as Sarlahi, Dang, and Rolpa districts – the last two were heavily affected by the Maoist conflict - send a lot of migrant laborers for brick kiln work near Kathmandu and Pokhara, in Dhading, and in Nepal's lower Terai region.

**Mechanization.** Over the past three years, there has been a gradual trend to mechanization particularly in the Dhading district. These mechanized factories require fewer better paid adult workers. Soil preparation and brick making are done with sophisticated machinery, while transportation uses light electric vehicles. Manual labor is still required to load and unload bricks onto stacked walls for drying, in and out of the kiln and eventual loading onto trucks. Despite the costs, factory owners in this area are making these investments due to the lack of workers and the opportunity to extend the working season.

## Current Situation in Sakriya Project Areas

Fourteen NGOs identified 9,496 children working in brick factories in the 49 local government areas, of which 5,875 were boys and 3,621 were girls. In the project's geographical coverage, the number of children working in the brick industry was the highest among the three industries.

**In Madhesh Province,** the project identified 2,564 child laborers in brick kilns across five districts (Dhanusha, Mahottari, Rautahat, Saptari, and Sarlahi). Of those 2,564 children, 76% were from Nepal and 619 (24%) were from neighboring Indian districts. 97% of the Nepali child laborers were from Province 2, with others coming from Dang, Sindhuli, Salyan, Makwanpur, etc. The majority of the child laborers in Madhesh Province were Dalits (57%), followed by Muslims (10%) and Janajatis (8%). The remaining 25% belonged to other castes like Non-Dalit Terai castes and Upper Caste Brahmin/ Chhetris.

Survey results showed that 1,443 (56%) were in the 5-13 age group, and 1,121 (44%) were from the 14-17 age group. The number of Indian child laborers were in the majority only in Dhanusha, as all other Madhesh Province districts had a larger proportion of children from Nepal.

**In Lumbini Province,** there are two sub-regions – the Terai belt where factories are located and hill belt where a large supply of workers come from. Of the many districts in Lumbini Province, Rolpa contained a major supply of unaccompanied teenagers as potential laborers. There were 4,644 child laborers in brick kilns of Lumbini Province districts (Banke, Bardiya, Dang, Kapilvastu, and Rolpa). Of those children, 45% were from Nepal and 2,569 (55%) were from neighboring Indian districts: an observation different from the other two provinces studied. A contributing factor could be the data from Banke where 93.3% of the 1,542 child laborers were from India.

71% of the Nepali child laborers were from Lumbini Province itself, with the majority of the other children coming from Kailali. 39% of the child laborers in Lumbini Province were Muslims, followed by Janajatis (32%) and Dalits (19%). 10% belonged to other castes like Non-Dalit Terai castes and Upper Caste Brahmin/Chhetris. Survey results showed that 2,620 (56%) were in the 5-13 age group, and 2,024 (44%) were from the 14-17 age group.

8% of the laborers were found in Rolpa, which has been previously identified as a source district. Here, 59% of the respondents were Janajatis, 33% were Dalits, while the remaining 8% belonged to other castes like Non-Dalit Terai castes and Upper Caste Brahmin/Chhetris. Children from Rolpa were found in low numbers in the Lumbini Province kilns, with the majority of them going to Province 3 districts (Kathmandu Valley and Dhading).

**In Bagmati Province**, historically, Kathmandu Valley was the main focus of brick production. With increased urbanization, many factories relocated to Dhading and Kavre. The Sakriya project worked across eight local government jurisdictions with brick factories in Kathmandu, Lalitpur, Bhaktapur and Dhading.

There were 2,288 child laborers in brick kilns of Bagmati Province districts (Bhaktapur, Dhading, Kathmandu, Lalitpur, and Makwanpur). Of those children, 86% were from Nepal and 14% were from India. Indian child laborers were found only in Bhaktapur, Dhading, and Lalitpur.

46% of the Nepali child laborers were from Bagmati Province itself, with other children coming primarily from Rolpa, Pyuthan, Sarlahi, and Salyan. 63% of the child laborers in Bagmati Province were Janajatis, followed by Dalits (20%) and Muslims (6%). 11% belonged to other castes like Non-Dalit Terai castes and Upper Caste Brahmin/Chhetris. While analyzing the ages of the laborers, it was discovered that 845 (37%) were in the 5-13 age group, and 1,443 (63%) were from the 14-17 age group.

2% of the laborers were found in Makwanpur, which has been identified as a source district. Children from Makwanpur were found mostly in Bagmati Province kilns, however a select few were also working in Sarlahi.

## Harsh Living and Working Conditions

**Poor Housing.** Most children were living with their parents on or near the brick factory premises in small, cramped, self-constructed huts called “jhyauli.”

**Poor quality drinking water.** Illness was common.

**Poor air quality.** Lots of dust and pollution from the brick kilns. 86% of the 9,496 child laborers interviewed in World Education’s survey mentioned that they worked in dusty and polluted environments.

**Long hours.** Most child laborers in brick kilns worked over 6 hours a day and many worked from 10 to 12 hours per day. In our survey, children were found to be working an average of 7.4 hours in brick kilns, with 80% of the children working over 5 hours.

**Low pay.** The average daily earning for child laborers was found to be Rs 412. Generally, boys were found to out-earn girls by an average of Rs 15.

**Young ages.** Of 9,496 surveyed children, 52% were in 5-13 age group while 48% were in 14-17 age group.

**Dangerous conditions.** Children lived and worked near equipment, waterholes and deep trenches. They carried heavy loads until exhaustion. Few if any wore protective clothing. Injuries were common. 92% of the laborers mentioned that they had observed physical injuries in the workplace, while 43% stated that they had heard of/experienced other accidents in the workplace. 63% of the 9,496 identified laborers mentioned that they have worked in extreme temperatures.

**Greater risks for children.** Children faced greater health risks due to their developing bodies and generally weaker immune systems compared to adults.

**Psychosocial problems.** Sharma and Dangal's (2019) studied documented stress, low self esteem, and dysfunctional social relationships among children working in the brick kilns, creating possible long term problems functioning in social networks.

## Findings: Key Aspects of the Problem

**Lack of opportunity fuels debt.** Migrant families often fall into debt. Surveys show that they borrow money from their labor recruiter (naike) and/or the brick kiln operator. At its worst, the system creates a situation of debt bondage. When asked about the reasons for being involved in the brick sector, 87% of our respondents stated that they were working to overcome poverty, with another 12% reporting that they were in the industry for debt repayment purposes. Loan amounts ranged from Rs 10,000 to Rs 900,000 (high amounts were received to pay medical bills). Recent data from UNICEF suggests that debts have increased during COVID-19.

**Piece rate payment system creates incentive to work even if exhausted.** Brick kiln workers get paid by the piece. This creates an incentive for them to work long hours and until exhaustion. The piece rate is set by brick industry factory owners working in association with each other. In many cases, factory owners have set the piece rate so low that an average worker cannot earn minimum wage working a standard 42 hour week.

**Migratory nature of the labor makes data and enforcement much more difficult.** Brick kiln workers are season labor migrants who move from their home areas to brick kilns for approximately 6 months a year, often taking their children with them as supplemental workers. This creates two problems:

1. **“Not our children.”** The officials and general population near the brick kilns do not feel obligated to help the children from another region of the country who only live in their region part of the year. Even if they want to

help, there are many logistical barriers. This “blind spot” undermines efforts to understand the nature of the child labor problem and to respond effectively.

2. **Trans-border migration.** Terai district brick factories have replaced Nepali born children by increasingly turning to Indian families and their children to fill the demand (among the 9,496 respondents, 38% were Indian nationals). This creates new challenges for local governments. Many are unclear as to what their obligations are to provide education and health services to these migrant workers.

**Changing roles and responsibilities under federalism has created enforcement gaps.** After 10 years of civil war, Nepal promulgated a new federal constitution. Under the new system, the local government has power to make and enforce policies that relate to the management of brick factories. This includes business registration, taxation, social security, monitoring of workplaces, and ensuring occupational safety and health. They also have the power to enforce fines and other penalties when laws are broken.

Under federalism, there are now Social Development offices in the municipalities that are responsible for child protection including case management of children in crisis.

The municipalities (“palikas”) are hiring new staff but they all vary in different capacities. Some municipalities have experienced social workers, while others have new staff with little to no experience or training. Many municipalities do not have a trained child protection officer yet.

**Many children reported satisfaction from brick kiln work.** Other studies have shown that approximately 40% of child laborers in brick kilns reported liking their work situation. They like helping their families. The work is hard but they find some aspects satisfying, particularly the earnings. They also get to see new parts of the country, particularly more urban locations. In comparison, poorly organized schools in rural areas do not appeal to the children.

## Findings: What Works

**Awareness raising and capacity building for municipality staff.** Many municipal governments have shown a keen interest in finding ways to better manage the brick industry and reduce child labor and exploitation. Many have developed action plans, started monitoring brick factories and child labor, and have allocated funds for awareness activities and other prevention efforts. There was strong interest from even the busiest mayors and deputy mayors that saw this as a social issue they need to address. Much of the compiled local data motivated the governments to take action.

**Child labor spectrum poster.** New municipality staff lacked common understanding on the differences between child work and child labor, and what exactly constituted as hazardous work. Municipality staff found examples from the case studies and child labor spectrum poster helpful and engaging to understanding the differences based on the age of the child, number of hours worked and other conditions.

**Access to microfinance.** Savings and credit groups played a critical role in reducing indebtedness and reliance on advances (*peski*). Migratory families in the brick industry often find themselves excluded from microfinance programs due to their seasonal absences or other factors such as caste discrimination. Municipalities supporting financial literacy or microfinance programs need to pay attention to ensure these are inclusive of the most vulnerable families and those already in the brick industry.

**Case management approach.** Assigning each individual child laborer to a case manager for tracking and interventions proved to be effective. Capacity building on case management is required.

**Social Behavioral Change Communication (SBCC) strategies.** Messaging strategies that target the sociological characteristics of the community were discovered to be very effective. These messages targeted migrant families, community members, factory owners, labor recruiters, and municipality staff.

## Recommendations

### Community Level

1. **Prioritize vulnerable families for livelihood support.** Improved family livelihoods is critical for both prevention and reintegration of child laborers. Unfortunately, families that migrate seasonally are least likely to be eligible or prioritized for agriculture training or other livelihood development programs. Vulnerable families should be prioritized for livelihood support and in some cases, special focused efforts will be needed.
2. **Prioritize migrant children for educational opportunities in source communities.** Children usually work for 6 months but then return home. Special attention is required to make the most of their time back in their home communities. Local officials need to coordinate to make transition back home as seamless as possible.
3. **Create educational opportunities for child workers near brick factories.** The brick industry as a whole, and individual brick factory employers, should be made responsible to ensure that childcare and educational



opportunities are available to children of working families. For children who cannot enroll in schools, informal education opportunities should be made available.

4. **More SBCC awareness raising.** Local governments and civil society need to localize messages and use local media channels to send targeted messages to local communities. Social behavioral change communication (SBCC) strategies proved to be successful, hence, should be continued. In addition, continued national awareness campaigns and materials are needed to support these local efforts.
5. **Post-COVID-19 recovery of learning.** Failing and dropping out of school encourages families to bring children into child labor. Many children have major learning losses due to extended school closures and are at higher risk of dropping out. To prevent this cohort of children from entering child labor, schools need to make greater efforts to ensure catch-up in learning for the most vulnerable children.

#### **Municipality Level**

6. **Foster inter-municipality coordination.** As there are no mechanisms in place to ensure rescue and rehabilitation across jurisdictions under the new federal structure, this is urgently needed.
7. **Strengthen social protection system.** The Social Development offices are generally inadequately staffed to fulfill their responsibilities for case management of working children, child victims of crime and GBV, and children in crisis situations. While some offices have emergency funds, most lack funding to provide the support needed for emergency food, transport to health or legal services, funds to support families to diversify livelihoods and vocational training for vulnerable youth to access safe employment. Greater resources need to be allocated for staffing and services.
8. **Establish systems to determine “piece rates”.** In industries where performance bonuses are in the interests of both workers and employers, provincial or local governments need mechanisms and guidelines to set fair piece rates.
9. **Reduce proliferation of local committees wherever possible.** At the municipality level, the same government officials and elected representatives are on multiple committees that have overlapping and duplicative roles. More effort is needed to integrate such issues into existing committees rather than creating a parallel structure.
10. **Expand use of worker data management.** The Labor Management Information System should be expanded to capture all adults and youth of legal working age (i.e. above 14 ) working within a municipality. Right now, it is clear that the majority of municipalities are not familiar with or not yet using this system. This will be essential if Nepal is to fairly address social security and taxation, ensure fair wages and benefits, address occupational safety and health of workers and eliminate child labor.

#### **Provincial and National Level**

11. **Foster more cross-border coordination.** Addressing child labor across the open Nepal-India border has been a challenge. While NGOs and society are placing pressure on the brick industry to not employ children, the brick factory owners are turning to laborers from India instead. This makes management and rehabilitation harder. New cross-border arrangements to remove and repatriate children need to be created.
12. **Expand number of labor inspectors.** Nepal has a small number of labor inspectors for the large population. Complaint mechanisms and grievance systems need to be more accessible for children and workers who are mistreated. In addition, their roles and responsibilities in the new system and their relationship with municipalities need to be clarified.
13. **Expand the certified brick program.** Ensure all government construction, donor projects and large constructions with bank loans use Better Brick-Nepal certified bricks from child labor free factories. These factories are rigorously monitored to ensure there are no child laborers and have successfully prevented children from working. A communication campaign will help to educate all concerned stakeholders. This program can also encourage factory owners to move to mechanization to reduce exploitative work using piece rates to more skilled full-time staff.
14. **Plug legal gap in “cottage industries”.** Lawmakers need to either amend the Industrial Enterprise Act to properly address the brick industry or prepare additional legislation to address cottage industries. Large factories using contract labor should not be permitted to pose as “cottage industries” with fewer than 25 employees.
15. **Create coherence in legal mandates.** Many legal provisions in different acts related to management of factories, businesses and child labor exist, creating overlapping roles and lack in clarity. These need to be systematically identified and resolved through legislation and policy guidance.
16. **Revise penalties in Child Labor Act.** Progressive fines are needed, starting small but rapidly increasing, to discourage repeat offenders. These need to be tied to minimum wage so that they are inflation adjusted. They also need to be individualized – that is, made per child per month. In some Indian states, the penalty is four times the

minimum wage per child per month worked. In addition, clarity is needed for municipalities to understand the level of fines and penalties they can set.

17. **Create common database and reporting mechanisms for child labor.** To support a better understanding on scale of child labor at the provincial and national level, this information should draw from frequently updated worker data.



# ZARI

# CHILD LABOR IN ZARI EMBROIDERY

Zari is a special form of embroidery, usually with gold or silver thread. However, while it is a beautiful, intricate, and delicate form of decoration, the zari industry employs children, predominantly boys to make its garments. They are subjected to some of the most disturbing and severe forms of exploitation – long hours, low pay, poor conditions, sexual abuse, and violence. This makes the zari industry one of the worst forms of child labor in Nepal.

Under World Education's Sakriya Project, 15 NGOs conducted surveys, collected case studies, and did policy reviews in their local communities across 49 local government areas to identify and respond to the needs of children working in three sectors: the brick industry, the carpet industry, and embroidery (zari) work within the garment industry. The information they gathered was then used to design awareness raising and prevention activities, determine case management and the services needed to rehabilitate and protect these children from further harm and to inform local government and NGO policies and future programs.

Of these 15 NGOs, two NGOs sought to identify children either working in the zari industry in these jurisdictions, returnees or absentees from the community working in other parts of Nepal or in India. In total, 178 children were identified, with the majority of children returning from zari work in India. As the impacts of the COVID-19 pandemic, climate change and a global economic and food insecurity crisis affect these impoverished Terai communities, the forces pushing children into exploitative work in the zari industry are likely to increase. More effort will be needed to understand the cross border situation to help inform local and national strategies and cross border collaboration with India to address child labor.

The report emphasizes several aspects of the problem:

1. Cross border migration.
2. Much of the work is hidden. It is very hard to get solid information.
3. Most parents and children like the work.
4. Many of the children involved are boys.
5. Many of the children and their families are in debt.
6. Consumers are not aware of the problems.
7. The situation is ever-shifting.
8. There is poor enforcement of labor standards.

This report also identifies several things that have worked well:

1. Family livelihood support.
2. Non formal education.
3. Vocational trainings.
4. Advocacy within the community.
5. Enforcement through raids on workshops.

The report ends with targeted recommendations.

## **Community Level**

1. Prioritize vulnerable families for livelihood support.
2. More SBCC awareness raising.

## **Municipal Level**

1. Better tracking.
2. Expand use of worker data management.
3. Study successful districts.

## **Provincial and National Level**

1. Foster more cross border coordination.
2. Expand number of labor inspectors.

## Background

**Origins of the industry.** Traditionally, zari has been a Muslim craft and was very popular in the Mughal courts of India. While production of zari was more prevalent in India, the industry expanded rapidly to Nepal during the 2010s, primarily in the Kathmandu Valley. However, due to the raids on zari workshops, many businesses have gone underground or relocated to India.

**How zari is made.** Zari embroidery is made from gold thread. The thread is created by turning gold into wire as thick as human hair, beating the wire flat, and wrapping it around a silk thread. Ornate designs are then stitched into fabric. Employers emphasized the reason for hiring children was due to children's small nimble hands to do detailed stitching work. Children working in the zari industry were often manipulated and exploited.



**New fashion and high selling prices.** Zari embroidery has become very fashionable in Nepal, especially for weddings and festivals. A sari decorated with zari can cost from \$50 to over \$200. Little of that money would make it to the laborers: the average daily earning among the 178 child laborers was only Rs. 214. The high prices of saris and shawls decorated with zari embroidery contrasted sharply with the low wages and poor conditions of the workers.

**Family origins.** Most of the boys came from fragmented families or from families of landless field laborers. In most cases, a child's family could not even afford basic food and housing, let alone basic education for children.

**Districts of origin.** Child laborers came from Muslim and Dalit communities in Nepal's lowlands, primarily the impoverished districts of Rautahat, Sarlahi and Mahottari. Rautahat in Madhesh Province had one of Nepal's lowest Human Development Index ratings (0.388). More than 40% of the population are below the poverty line, many among the ultra-poor. Historically, Rautahat communities are patriarchal, where women and children have low status in their family and community. The children of many poor families were engaged in income generating activities to support their families. Of the 178 child laborers in the zari industry who were surveyed in this study, 135 were from Rautahat and 36 were from Mahottari.

**Little faith in conventional schools.** The boys came from mostly illiterate families who did not see any benefit from education. In fact, they were more likely to see school as a burden. This was especially the case with public schools, where there was high teacher absenteeism, high teacher-student ratios, and poor instructional methods. In a 2015 study in Delhi, 82% of children working in the garment industry said that even given an opportunity, they would still not like to attend school (Save the Children, 2015, p 38.) Instead, most parents valued that their children had skill early on. Boys could easily gain skills through working in industries like zari embroidery.

**Cultural factors: child marriage and dowry.** Cultural factors play a role in the push for early employment. In Muslim communities, there is a lot of pressure on boys to become income generators. Child marriage is common. Young boys who are married are expected to generate funds to support their wives. Boys are expected to contribute to their sisters' dowries as well.

## Poor Work Conditions

**Cramped workspace.** The work of sewing zari designs onto fabric is done in one room of a factory. Fabric is stretched over a frame set in the middle of the room. The boys sat on the floor around the frame, often using sharp tools (83% of our survey respondents reported that they were required to use sharp tools). They used a miniscule needle to make many tiny stitches. The space was often cramped and poorly lit.

**Long hours.** A normal workday is 14 hours long. The children began by 8 or 9AM and rarely stopped until 10PM at night. Some surveyed children said they worked even later. The workers stopped for lunch, but otherwise few breaks were permitted. According to our survey, children spent on average 10.2 hours working, with 85% of the children working above 8 hours each day.

**Unsanitary conditions.** The conditions of the factories were dirty, unsanitary, and had poor ventilation. The toilets often lacked water, were rarely cleaned, and shared by many workers. There was also poor garbage management. The boys ate and slept in the same room they worked in.

**Young age.** In the past, the children's age ranged from 8 to 12, however, now it tends to be boys who are 12, 13, and 14 working in zari. Most of the children never attended school, although some were drop outs. New arrivals had to undergo two to six month training periods during which they received little compensation. According to our surveys, 8.4% were in the 8-11 age group, 24% were in the 12-13 age group, and 67% were in 14-17 age group. Through comparing the age of the child laborers when they started working, these were the noted trends: 24% were under 11 years when they were first working, 31% were in the 12-13 age group, and the remaining 45% were in the 14-17 age group.

**Abusive behavior.** 76% of the boys working in zari reported that they had been a victim of threats and verbal abuse from their employer; 93% of girls reported threats. 77% also mentioned that they had experienced or seen violence against children in their place of work.

**Little medical care.** There was little to no medical care for children if they got sick. Many of the children were malnourished. The poor conditions also led to more infections.

**No access to education.** Children also experienced immense toll on their mental health. Since they lived away from their families and were thrown into the harsh environment, the child laborers lacked mental and emotional support from their families.

## Key Aspects of the Problem

**Cross border migration.** Many boys from Nepal traveled to municipalities of Delhi and Bombay in order to work in zari and other opportunities in the garment industry. This made it hard to conduct research and tracking of the work being done and even harder to enforce laws and regulations.

**Hidden workshops, hidden work.** The work of Nepali boys in the zari and garment industry is now very hard to see or find out about. It is mostly invisible. Zari used to be based at least in parts of Kathmandu, but now most are located in Terai districts and India. This was an unintended consequence from police raids on zari workshops in the early 2010s. Information came mostly from those that returned from India. There was a sense that those that returned were “just the tip of the iceberg”.

**First generation workers.** Most children who worked in the zari and garment industries were the first in their families to do such work, as most of their family members worked in agriculture. It was not the case where the father handed down the skill to the son.

**Parents and children think working is a good thing.** Many parents supported the system and most children responded positively to the work. Parents were happy that their sons earned money and developed a new skill. 35% of our respondents mentioned that they wanted to continue their work in the future, while 43% were unsure of their decision. They had negative opinions on conventional schooling. A study on the garment industry in Delhi reported that nearly all children working in embroidery workshops were happy to be working there (Save the Children, 2015).

**Boys in child labor do not get much attention.** Historically, most children in the garment industry were boys, not girls. In our research, 83% of the 178 identified child laborers in zari were boys. There were reports of boys experiencing sexual abuse. However, most of Nepal’s attention and media focused on girls being trafficked. There is little known information on boys subjected to exploitation and abuse. In addition, most boys were hesitant to report the issues.

**Increasing numbers of girls.** Historically, work in the zari industry has exclusively been male. However, our research showed that 17% participating in this industry were girls. This is concerning because such work sometimes open doors into sex trafficking.

**Debt bondage.** Many child laborers took advances ranging from \$90 to \$120. These debts turned zari labor into a form of debt bondage. 38% of the laborers mentioned that they entered the zari industry to repay family debts.

**Consumers are not aware of the problems.** Many who purchase zari embroidery do not realize the exploitation of children that goes into their saris and shawls.

**Ever-shifting situation.** The situation of zari and the greater garment industry is changing regularly. The industry used to have a base in Kathmandu, however in present day, children from Nepal’s Terai are migrating elsewhere, particularly to India’s large cities.

**Poor enforcement.** The lack of proper legal and employment structures, and child protection bodies have made it easy for labor traffickers to exploit children. Lack of enforcement placed children at greater risk of being exploited. There is also very poor enforcement of labor standards – children reported working in extreme temperatures, dark environments and using sharp objects that would expose them to risks of physical injuries.

## **Rautahat Parents’ Thoughts on Their Children Working in India’s Garment Industry**

**Parent 1:** My son has been working in the zari industries for 6 months. He is 17 years old. I thought that he would earn money and support us but that did not happen. All my dreams were ruined during the last lockdown. He went to Mumbai but he did not get anything. He only earned 2000 IC once he came back. I did not get anything.

**Parent 2:** My son went to Mumbai with his uncle. The uncle had his own zari factory. My son fully concentrated on that work and became a good zari worker. Nowadays, he earns about 13,000 IC and I receive support from him.

**Parent 3:** My son was working in a zari factory in Mumbai. He worked for four months and then returned due to the last lockdown. Present day, he is now working again, but I get little support from him.

**Parent 4:** My son did not tell us anything about his work. He earned 4,000 IC which he only gave to me once he returned. This work did not provide any help to us.

**Parent 5:** My son worked in the zari industry for one year. Sometimes the owner would abuse and slap him. He only earned 4,000 IC.

**Parent 6:** I am very poor and try to earn income through painting, electrician work, and portering. I sent my son to Mumbai to do zari work with an agent. He was ten years old when he started. I thought I would get financial support from his work but that was not the case. Nowadays he is going to school.



## Findings – What Works

Based on in-depth case studies, interviews of children and parents, and focus group discussions with NGOs and local governments, the following prevention and rehabilitation strategies were the most successful. In both Mahottari and Rautahat, large numbers of children were rescued some years ago and returned to their communities for rehabilitation. These boys are now young adults. In addition, other children returning from factories have been reintegrated by families and communities.

**Family livelihood support.** Upon analyzing the reasons for being involved in the zari sector, it was found that 99% of the respondents were working to overcome poverty, while 53% were involved to help their parents at work. 78% of the 178 surveyed also mentioned that leaving the job would create difficulties for their families. Hence, providing family livelihood support would help get at the root of the problem.

**Non formal education.** Basic numeracy and literacy classes in coordination with factory employers were successful. This was previously conducted in Kathmandu. Employers saw this strategy as a compromise because they were unwilling to release the boys to return to school full time. Save the Children had also run NFE centers in heavily garment industry neighborhoods in New Delhi.

**Vocational trainings.** Trainings in tailoring, motorcycle repair, mobile phone repair provided alternatives to child laborers working in zari.

**Advocacy within the community, especially through madrassas.** People in the community listened to the madrassas. Social behavioral change communication (SBCC) strategies have won positive support by local NGO partners working with World Education in Nepal.

**Enforcement through raids upon workshops.** Such raids in the early 2010s were able to rescue children working in workshops.

## Recommendations

After multiple rounds of data collection, policy recommendations and case studies were developed by the NGOs. Upon review of the policies and their experiences, further insights were gathered from parents, child laborers and other stakeholders through meetings, reviews and consultations.

### Community Level

1. **Prioritize vulnerable families for livelihood support.** For both prevention and reintegration of child laborers, improved family livelihoods is critical. Unfortunately, families that migrate seasonally are less likely to be eligible or prioritized for agriculture training or other livelihood development programs. Vulnerable families should be prioritized for livelihood support and in some cases, special focused efforts will be needed.
2. **More SBCC awareness raising.** Local governments and civil society need to localize messages and use local media channels to send targeted messages to local communities. Social behavioral change communication (SBCC) strategies have proven successful; they should be continued. In addition, continued national awareness campaigns and materials are needed to support local these efforts. The combination of national level campaigns with local level campaigns targeted at specific stakeholders seemed to be the key to success.

### Municipal Level

3. **Better tracking.** Municipalities should track the children from their area who leave for work elsewhere, whether in Nepal or India. They should follow where the children go and when they return. There is need for more vigilance. Otherwise, there is a tendency for the children to disappear and fall off the radar.
4. **Expand use of worker data management.** The Labor Management Information System should be expanded to capture all adults and youth of legal working age (i.e. above 14 ) working within a municipality. Right now, it is clear that the majority of municipalities are not familiar with or have not used the system. This will be essential if Nepal is to fairly address social security, taxation, ensure fair wages and benefits, address occupational safety and health of workers and eliminate child labor.
5. **Study successful districts.** Some places like Kapilvastu District used to have high number of boys working in the zari industry. However, that is no longer the case. These districts should be analyzed for lessons to emulate elsewhere.

### Provincial and National Level

6. **Foster more cross border coordination.** Addressing child labor across the open Nepal-India border has been a challenge. The zari industry is unique in its ability to move locations very quickly in response to regulation and NGO pressure. New cross-border arrangements to remove and repatriate children need to be created.
7. **Expand number of labor inspectors.** Nepal has very few labor inspectors for the large population. Zari

workshops starting in Nepal, need to be part of the inspection system from its inception. Complaint mechanisms and grievance systems need to be more accessible for children and workers who are mistreated. In addition, their roles and responsibilities in the new system and relationship with municipalities need to be clarified.

8. **Increase consumer awareness of child labor in supply chain.** Retailers and consumers claim they are ignorant of the abuses and child labor in zari products. With little media attention due to the hidden nature of this industry, it is easier for consumers to turn a blind eye. More media attention and interest in organizations like Global Fairness or Goodweave is needed to create a clean supply chain.





# CARPET



# CHILDREN IN NEPAL'S CARPET INDUSTRY

Although there has been much progress reducing child labor in the carpet industry in Nepal, the problem still exists. Research over the last two years shows that there are still hundreds of children working in dangerous conditions in carpet factories, and without renewed and constant vigilance, the problem will persist.

Under the Sakriya Project to build the capacity of civil society organizations to address child labor, 15 NGOs conducted surveys, collected case studies, and did policy reviews in their local communities in 49 local government areas to identify and respond to the needs of children working in three sectors: the brick industry, the carpet industry, and embroidery (zari) work within the garment industry. The information they gathered was then used to design awareness raising and prevention activities, determine case management and the services needed to rehabilitate and protect these children from further harm and to inform local government and NGO policies and future programs.

Of these 15 NGOs, five NGOs identified children working in the carpet industry in these jurisdictions. They applied both qualitative and quantitative techniques for the data collection. Qualitative data was obtained through case studies whereas quantitative data was collected through community based action research.

In total they identified 532 children under 18, 60% whom are girls, that are working in Nepal's carpet factories in the Kathmandu Valley. The NGOs and their volunteer networks were able to access 90 factories in the valley with many more factories within their target areas denying them access. This information was collected between 2020 and 2022 across four municipalities, reflecting the situation during the COVID-19 pandemic. It provides a snapshot of the situation of children in the carpet industry but cannot be generalized to other locations. With the impacts of the COVID-19 pandemic and climate change, the exploitation of children in the carpet industry is likely to persist and the detailed insights from the Sakriya project partners can help inform local and national strategies to address child labor. A recent report confirms the findings above. The report found that 67 in 1,000 workers in the carpet industry were under 18 and thus should be considered child workers (see *Changing State and Prevalence of Child Labour In Carpet and Garment Industries in Nepal*, World Vision, page 43).

Some of the child laborers work with unregistered businesses but many were within registered factories. Child laborers were found in 60 registered businesses. The majority of children working in the carpet industry in Bhaktapur (98%) were from other districts (62% from Bagmati Province districts: Makwanpur, Sindhupalchowk, Sindhuli, Ramechhap and Kavre; 35% were from Madhesh Province districts: Rautahat, Sarlahi and Bara; 1% from Province 1: Udaypur). In Lalitpur, child laborers came from Dang, Kavre, Makwanpur, Salyan, Sarlahi and Udaypur.

There have been a number of past surveys and rapid assessments of carpet factories but little is known about the children in home-based work. Five Sakriya partners identified 295 children working in seven municipalities doing home-based work in the carpet industry. 78% of the children working in home-based enterprises were girls. Much younger workers were identified in home-based enterprises with 57% in the 14-17 age group and 43% were of 6-13 age group in comparison with factory workers.

Nepal's laws prevent anyone under the age of 18 from working in hazardous conditions including the carpet industry. The carpet industry work has been determined to be hazardous mostly because of poor air quality in the workshops. Small particles of wool float in the air and deposit in the lungs of child workers. Children are dealing with more problems compared to adults due to their developing lungs.

## Overview of Identified Children

**Age.** All of the 532 child workers discovered by Sakriya partners were under 18 years old and thus working illegally. 91% of these were 14 to 17 years old, but 9% of these children were under 14 years old. Under Nepali law, no work of any kind is allowed for children under 14 years of age.

**Migrant labor.** Most of these children were migrants to the factories in the Kathmandu Valley. They generally came from ethnic minority (*janajati*) families, mostly Tamang. According to World Education's community based action research data, about 2/3 came from hill districts (ex: Makwanpur, Sindhuli, Sindhupalchowk and Dolakha) and 1/3 came from lowland Terai districts (Rautahat, Sarlahi and Bara). Often the children's parents have previously worked in the carpet industry. Some parents were working in the carpet industry alongside their children.

**Poor work conditions.** Our research determined tough conditions where many children work in carpet factories. The carpet workshops were generally poorly ventilated, dark, and crowded with workers, machines and materials. Sometimes there were as many as 20 to 25 workers in a single room. In addition, there was a lot of lint and dust.

**Health difficulties.** Our research observed that child workers faced significant health difficulties while working in the factories. Some faced difficulty in breathing due to the dust and lint in the air. Others got into accidents. The workers used scissors and other sharp tools. Cuts were common, and sometimes would get infected. Working 10-12 hours a day, six days a week with minimal rest meant many children suffered from backaches, swollen legs and swollen knuckles. These workers

repetitively used their wrists, fingers, and shoulders during long hours, which have detrimental effects like carpal tunnel syndrome. Very few employers provided any kind of medicine or health care.

**Limited use of safety equipment.** Factories often provided helmets and gloves, but workers generally did not wear them during the workday.

**No safe drinking water.** Generally the only water available was untreated tap water, which left workers open to stomach problems. In addition, there were no separate toilets for males and females.

**Child laborers worked long hours.** 90% worked over 8 hours, with approximately 1/3 working 12 hours a day. Workers started early in the morning, taking a mid-morning break for eating. Some continued to work after dinner in the evening.

**No school.** Children working in carpet factories generally did not attend school. With such long hours, attending school was difficult. Many children basically dropped out of school to work in the factories. Home-based workers were more likely to attend school. However, with long hours spent on looms, this likely undermined educational achievements.

**At home looms.** Additionally, another 295 children were found working on home looms. They generally worked fewer hours and attended school. Conditions were generally better but the dust particles in their environment could still damage their lungs. In addition, dim lighting could be causing eyesight problems. Of the 295 children, the vast majority (221) were from Sindhupalchowk district. The Lalbandi area of Sarlahi also had many girls working on home looms.

## Recommendations

- **Occupational safety and health assessment for at home loom work.** Many parents and local governments see children working on home-based looms as a form of vocational training. Therefore, they considered this to be less harmful. As damage to the lungs from fine wool fibers is hard to assess, a proper occupational safety and health study of children working at home is needed to determine its impacts. This will support efforts to address the home-based looms and inform prevention work and local policies.
- **Eye checkups for children working on at home looms.** Many child laborers worked on home-based looms, where they attended school and worked long hours before and after school hours. Their participation in weaving carpets generated additional income for their families, and could be used towards educational supplies. Parents who were first generation weavers mentioned that home-based looms were easier since “you do not have to leave home.” Despite going to school, weaving in the long run results in strained eyes for the girls, who do not have access to eye care. Regular health eye checkups of the young weavers and its findings could result in parental behavioral change, since most believe that carpet weaving is safe.
- **Rapid assessment on factory conditions.** A new comprehensive rapid assessment study should be conducted in order to better assess the current numbers of children working in the carpet industry as well as the conditions in which they work. This is essential to understand how child labor in the carpet industry is evolving.
- **Better tracking of children.** Municipalities should track the children from their jurisdiction when they leave for work elsewhere, whether in Nepal, India or other countries. The municipalities should follow where the children go and when they return. Monitoring of children’s participation in child labor should be more vigilant. Otherwise, there is a tendency for the children to disappear and fall off the radar.
- **More monitoring of registered and unregistered factories with child laborers.** Many registered carpet industries continue to use underage workers. Local municipalities need to monitor these businesses more carefully. In addition, many carpet factories are being monitored for fair trade standards by monitoring organizations. These types of monitoring efforts have influenced the carpet industry to meet fair trade standards and cater to niche markets. This kind of monitoring needs to be continued and expanded.
- **More awareness about carpet industry health problems with parents in source districts using targeted awareness raising.** Local governments and civil society need to localize messages and use local media channels to send targeted messages to the local community members, especially parents, particularly about the health risks of carpet factory work. Parents often do not see any wrong in their child working. Social behavioral change communication (SBCC) strategies proved to be successful, hence, should be continued. In addition, continued national awareness campaigns and materials are needed to support these local efforts.
- **Training for 2<sup>nd</sup> generation carpet workers.** For second generation carpet weavers, it is critical that they learn more skills and education so that they do not have to rely on carpet weaving as their only option. Organizations like Label Step are providing carpet designing course to second generation weavers. With these skills, second generation weavers can learn to be more creative and transform themselves from weavers to designers. Such trainings and other vocational courses need to be provided by municipalities and other agencies in order for second generation workers to have other opportunities.

- **Expand high quality factories in rural areas.** Label STEP established a high quality workshop for carpet weavers in Sarlahi, which enables workers of legal age to access safe working and living conditions in their home community. This initiative would be worth replicating in other communities where there are large concentrations of carpet workers. Mobilization of such efforts can promote better working conditions and reduce child labor.



## Sectors Researched by NGO Partner and Location

Province	NGO Name	District	Municipality	Sector of Employment			
				Brick	Zari	Carpent	Others
2	Aasaman Nepal (ASN)	Dhanusha	Bideha	✓			✓
			Aurahi	✓			
			Mithila Bihari	✓			✓
	Social Development Center (SDC)	Mahottari	Manarasiswa	✓	✓		✓
			Ramgopalpur	✓	✓		
			Aurahi (Mahottari)	✓			
			Samsi	✓	✓		✓
	Rural Development Center Nepal (RDC Nepal)	Rautahat	Garuda	✓	✓		✓
			Yamuna Mai	✓			✓
			Rajpur		✓		
	Save the Saptari (STS)	Saptari	Chhinmasta	✓			
			Bishnupur	✓			
			Rajgadh	✓			
	Child Protection Organization (CPO)	Sarlahi	Hariwon	✓			
			Lalbandi	✓		✓	
			Haripur	✓			
3	Child Development Society (CDS)	Kathmandu	Gokarneshwor			✓	
			Dakshinkali	✓			
		Bhaktapur	Changunarayan	✓			✓
			Suryabinayak	✓		✓	
	PRAYAS Nepal	Dhading	Dhunibeshi	✓			
			Thakre	✓			
			Gajuri				
	Urban Environment Management Society (UEMS)	Lalitpur	Godavari	✓		✓	✓
			Lalitpur	✓		✓	
			Mahalaxmi	✓			
	Grameen Mahila Swabalamban Sanstha (GMSS)	Makwanpur	Bakaiya	✓		✓	
			M.Gadhi	✓		✓	✓
			Bhimphedi	✓			
	Mahila Atma Nirbharta Kendra (MANK)	Sindhupalchowk	Melamchi			✓	
			Panchpokhari			✓	
			Indrawati			✓	
5	Banke UNESCO Club (BUC)	Banke	Duduwa	✓			
			Nepalgunj	✓			
			Janaki	✓			
	Tharu Women Upliftment Center (TWUC)	Bardiya	Gulariya	✓			
			Madhuban	✓			
			Rajapur	✓			✓
			Barbardiya	✓			
			Bansgadi	✓			
			Badhaiya tal	✓			
	Backward Society Education (BASE)	Dang	Lamahi	✓			✓
			Tulsipur	✓			✓
			Rapti				
	Dalit Human Rights Watch Committee (DHRWC)	Kapilvastu	Shivraj	✓			✓
			Maharajgunj	✓			
			Mayadevi	✓			
			Buddhabhumi	✓			
	Human Rights Awareness Center (HURAC)	Rolpa	Sunchhahari	✓			✓
			Tribeni	✓			
			Sunil Smriti	✓			✓

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# Implementing Partners

## Madhesh Province



Aasaman Nepal



Child Protection Organization



RDC Nepal  
Appointment for Change

Rural Development Centre Nepal



Social Development Center



Save the Saptari

## Bagmati Province



Child Development Society



Grameen Mahila Swabalamban Sanstha



Mahila Atma Nirbharta Kendra



PRAYAS Nepal



Urban Environment Management Society

## Lumbini Province



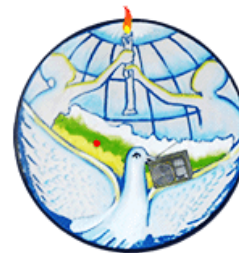
Backward Society Education



Banke UNESCO Club



Dalit Human Rights Watch Committee



Human Rights Awareness Center



Tharu Women Upliftment Center

## Technical Partners



Terre des hommes



Antenna Foundation Nepal



Swatantrata Abhiyan Nepal