

CHILD LABOUR



*Children should have pens in their hands not tools –
Iqbal' Masih¹*

Introduction

Child Labour refers to any form of work, which causes direct or indirect mental, physical, social or moral harm to children. International Labour Organization (ILO) extends the definition of child labour by including the work, which prevents children from seeking education completely or partially.² Joining labour force at early age puts children's physical and mental development at risk as they are denied of education and recreational opportunities.³ When they grow up they lack in skills compared to their peers and they're forced to hover around the poverty circle which often extends to future generations as well.

The ever increasing world population is giving birth too many challenges, out of which protection of children and child labour is amongst the top ranking ones. Different studies around the globe have revealed that child labour is increasing every day. Less developed countries are on top list, due to unemployment and less opportunities, most of the parents in such countries have no other option then forcing their children to find work and earn their living. On June 10, 2021 on the occasion of World Day against Child Labour, the International Labour Organization (ILO) and UNICEF launched a report which mentioned that child labour across the world has risen to 160 million⁴. Majority of the children are engaged in agricultural sector followed by the industrial sector. The

¹Iqbal' Masih was a Pakistani Catholic child laborer and activist who campaigned against abusive child labour in Pakistan

²<https://www.ilo.org/ipec/facts/lang--en/index.htm>

³<https://pakistan.un.org/en/130835-media-update-united-nations-pakistan-10-june-2021>

⁴<https://pakistan.un.org/en/130835-media-update-united-nations-pakistan-10-june-2021>

number of boys engaged in child labour is higher compared to number of girls however this is because more girls are engaged in the unsupervised domestic sector. Sadly these 160 million children around the globe are not only suffering psychologically but it is detrimental to their health and development as well. Alarming several studies also stated that the places where kids work as a labour frequently, chances of child abuse increase.

Poverty, social marginalization, unavailability of basic necessities, societal discrimination, and lack of quality education are considered to be the root cause of child labour and forced labour. The report highlighted that 8.4 million children joined labour force in last four years and approximately 9 million more can fall in this category by the end of 2022 as COVID-19 pandemic continues to push people towards poverty. This report validated the fears raised in 2020 when pandemic broke⁵. Just sit and imagine millions of helpless children are forced to earn their living with their tiny hands, the hands that are made to hold a ball, bat or a racket to play and a pen or pencil to study instead of a cleaning cloth, a shoe polish brush or dirty tools.

The United Nations Convention on Children rights of the Child (UNCRC) Article 19⁶ and 32⁷ is very clear about children protection and guarantees protection of children neglect or negligent treatment, physical or mental violence, exploitation, sexual abuse and injury. Article 19 further states that any form of work that is harmful for the mental, physical or social development as well as interferes to the children education is strictly prohibited. But sadly, despite the existence of clear international laws many children forced to become laborers, get injured or lose their lives at their work places even many girls as well as boys are sexually

⁵<https://www.unicef.org/pakistan/press-releases/covid-19-may-push-millions-more-children-child-labour-ilo-and-unicef>

⁶<https://www.cypcs.org.uk/rights/uncrc/articles/article-19/>

⁷<https://www.cypcs.org.uk/rights/uncrc/articles/article-32/>

abused, and none of them is served justice even after becoming a direct victim.

Forms of Child Labour

Some of the extreme forms of child labour include⁸:

Forced Labour: When children are made to work against their will.

Slavery: When employers completely dictate the living, working, leaves, and income conditions of employment without children having any say in the matter.

Debt Bondage: When children are made to work without pay to settle loans of their family.

Serfdom: Making children live and work on sites owned by someone else with little or no pay.

Trafficking: Purchasing, Selling, and Mobilization of children for economic (slavery, forced labour, child soldiers, beggars) or sexual exploitation (prostitution and pornography).

Sexual Exploitation: Engaging children in acts of prostitution, pornography and sexual abuse to economic and / or sexual desire.

Drug Trafficking: Using children for the manufacturing of drugs or movement of drugs from trafficker to buyer.

Criminal Activities: Using children as Child Soldiers or Organized Crime.

⁸<https://www.ilo.org/ipec/Campaignandadvocacy/Youthinaction/C182-Youth-orientated/worstforms/lang--en/index.htm>

Pandemic Fueling Child Labour

Covid-19 has damaged the economic and social structure globally. The pandemic has hit really hard on the poorest countries and its vulnerable groups. These vulnerable groups include people who fall in low-income groups and the children of these states, who are victims of force labour. Previous reports related to Ebola virus in 2014 revealed that factors like crisis situation play strong role in aggravating the risk of child labour. Cornelius Williams, Associate Director of Child Protection at UNICEF stated⁹ that at in an ongoing pandemic situation vulnerable communities are facing worst situation, they are in dire need situation and they have to make new and crucial decision every day definitely a hardship for poor families, how to generate income and how to spend the little they earn. These families go below the poverty line they have to make these ugly choices. According to ILO and UNICEF report¹⁰ 8.4 million children joined labour force in last four years and approximately 9 million more can fall in this category by the end of 2022 as COVID-19 pandemic continues to push people towards poverty.

The pandemic has been specifically brutal to the children of the lower class, as daily more or more children are forced to leave home and earn for themselves and their families. Under the open sky in a cold night during a rainfall a barefooted little girl or a tiny boy must sell something so his or her family can have something to eat till morning only. Because the struggle in new every single day.

⁹<https://www.comminit.com/content/tackling-covid-19s-hidden-crisis-violence-against-children>

¹⁰<https://pakistan.un.org/en/130835-media-update-united-nations-pakistan-10-june-2021>

Pakistan's Commitments to Eradicate Child Labour

Pakistan, located in South Asia, is the fifth largest country in the world in terms of population. According to the 2018 Census, Pakistan's total under-18 population is recorded at approximately 46.6 per cent of the total population¹¹.

The international commitments made by Pakistan to prevent and eradicate child labour include: UN Convention on the Rights of the Child (UNCRC)¹²; ILO Minimum Age Convention (C.138);1973¹³; Sustainable Development Goal 8.7¹⁴; ILO Worst Forms of Child Labour Convention, 1999 (C.182)¹⁵; UN CRC Optional Protocol on Armed Conflict¹⁶; UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography¹⁷; Domestic Workers Convention (C. 189), 2011¹⁸; and SAARC Convention on Prevention and Combating Trafficking in Women and Children for Prostitution (2002)¹⁹.

¹¹[https://www.pbs.gov.pk/sites/default/files//population census/census 2017 tables/pakistan/Table04n.pdf](https://www.pbs.gov.pk/sites/default/files//population%20census/census%202017_tables/pakistan/Table04n.pdf)

¹²<https://www.unicef.org/child-rights-convention>

¹³https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138#:~:text=The%20minimum%20age%20for%20admission%20to%20any%20type%20of%20employment,be%20less%20than%2018%20years.

¹⁴<https://indicators.report/targets/8-7/>

¹⁵https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182

¹⁶<https://www.ohchr.org/en/professionalinterest/pages/opaccrc.aspx>

¹⁷<https://www.ohchr.org/en/professionalinterest/pages/opscrc.aspx>

¹⁸https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189

¹⁹<http://un-act.org/wp-content/uploads/2015/11/South-Asian-Association-for-Regional-Cooperation-SAARC-Convention-on-Preventing-and-Combating-Trafficking-in-Women-and-Children-for-Prostitution.pdf>

Child labour has been proscribed in Constitution of Pakistan in the Article 3: Elimination of All Forms of Exploitation²⁰; Article 11: Ban of Employment of Under-14 Children in Factories, Mines and Hazardous Labour²¹; Article 25-A: Compulsory Education from age five to sixteen²²; and Article 37-E: Humane Working Conditions²³.

The federal commitments made by Pakistan to prevent and eradicate child labour include: Mines Act, 1923²⁴; Pledging of Labour Act, 1933²⁵; The Factories Act, 1934²⁶; The West Pakistan Shops and Establishments Ordinance, 1969²⁷; Employment of Children Act, 1991²⁸; The Bonded Labour System Abolition Act, 1992²⁹; Islamabad Capital Territory Child Protection Act, 2018³⁰; Child Domestic Labour (CDL) proscribed it under Child Employment Act 1991 [Decision made in 2020]³¹. The provincial commitments include: The Punjab Shops and Establishments Ordinance, 1969³²; Punjab Bonded Labour System (Abolition) Act, 1992³³; The Punjab Destitute and Neglected Children Act, 2004³⁴;

²⁰<https://pakistanconstitutionlaw.com/article-3-elimination-of-exploitation/>

²¹http://www.na.gov.pk/uploads/documents/1333523681_951.pdf

²²<http://www.pakistani.org/pakistan/constitution/part2.ch1.html>

²³<https://pakistanconstitutionlaw.com/article-37-promotion-of-social-justice-and-eradication-of-social-evils/>

²⁴<http://www.ilo.org/dyn/travail/docs/1007/mines>

²⁵<http://www.commonlii.org/pk/other/PKLJC/reports/55.html>

²⁶<https://www.ilo.org/dyn/natlex/docs/WEBTEXT/35384/64903/E97PAK01.htm>

²⁷<http://www.ilo.org/dyn/travail/docs/1008/West%20Pakistan%20Shops%20and%20Establishments%20Ordinance%201969.pdf>

²⁸<https://www.ilo.org/dyn/natlex/docs/WEBTEXT/22707/64834/E91PAK01.htm>

²⁹<http://punjablaws.gov.pk/laws/1797a.html>

³⁰http://www.na.gov.pk/uploads/documents/1528263176_639.pdf

³¹<https://www.dawn.com/news/1572655>

³²<http://punjablaws.gov.pk/laws/230.html>

³³<http://punjablaws.gov.pk/laws/1797a.html>

³⁴<http://punjablaws.gov.pk/laws/472.html>

Khyber Pakhtunkhwa Child Protection and Welfare Act, 2010³⁵; The Sindh Child Protection Authority Act, 2011³⁶; Khyber Pakhtunkhwa Bonded Labour System (Abolition) Act, 2015³⁷; Khyber Pakhtunkhwa Shops and Establishments Act, 2015³⁸; Khyber Pakhtunkhwa Prohibition of Employment of Children Act, 2015³⁹; Punjab Prohibition of Child Labour at Brick Kilns Ordinance, 2016⁴⁰; Punjab Restriction on Employment of Children Act, 2016⁴¹; Sindh Prohibition of Employment of Children Bill, 2017⁴²; Domestic Workers Employment Rights Bill, 2018⁴³; Punjab Domestic Workers Act, 2018⁴⁴; and Gilgit-Baltistan Prohibition of Employment of Children Act, 2019⁴⁵.

National Developments in 2021

On August 02, 2021, Khyber Pakhtunkhwa Assembly banned forced labour and domestic work of children below 14 years of age through Khyber Pakhtunkhwa Home Based Workers (Welfare and Protection) Bill, 2021⁴⁶. While this is a welcome measure the age

³⁵<http://kp.gov.pk/uploads/2016/02/2. Child Protection and Welfare Act, 2010 .pdf>

³⁶<http://www.pas.gov.pk/uploads/acts/Sindh%20Act%20No.XIV%20of%202011.pdf>

³⁷[http://kp.gov.pk/uploads/2016/02/13. Bonded Labour System \(Abolition\) Act, 2015 .pdf](http://kp.gov.pk/uploads/2016/02/13. Bonded Labour System (Abolition) Act, 2015 .pdf)

³⁸<http://kp.gov.pk/uploads/2016/02/12. Shops and Establishments Act, 2015 .pdf>

³⁹http://kpcode.kp.gov.pk/uploads/2015_19 THE KHYBER PAKHTUNKHWA PROHIBITION OF EMPLOYMENT OF CHILDREN ACT 2015.pdf

⁴⁰<http://punjablaws.gov.pk/laws/2475.html>

⁴¹<http://extwprlegs1.fao.org/docs/pdf/pak164577.pdf>

⁴²<http://oit.org/dyn/natlex/docs/ELECTRONIC/104994/128249/F467961155/PAK104994.pdf>

⁴³<http://punjablaws.gov.pk/laws/2724.html>

⁴⁴<http://punjablaws.gov.pk/laws/2724.html>

⁴⁵[http://www.pcp.gov.pk/SiteImage/Downloads/2079\(19\)Ex%20Gaz -I.pdf](http://www.pcp.gov.pk/SiteImage/Downloads/2079(19)Ex%20Gaz -I.pdf)

⁴⁶<https://www.geo.tv/latest/363217-kp-prohibits-domestic-employment-of-children-under-14>

of employment in the said legislation is still not in accordance in recommendations of UNCRC which set the minimum age of employment to 18 years.

On September 14, 2021, a parliamentary committee gave node of approval to the Islamabad Capital Territory (ICT) Domestic Workers Bill 2021⁴⁷ after functional changes to include flexible working hours and minimum wages for domestic workers⁴⁸. All sections of the bill mention 18 years as minimum age of employment, which was previously set at 16 years⁴⁹.

Gaps in Legislations

According to 2019 study conducted by Bureau of International Labour Affairs, United States Department of Labour, following lacunas exist in child related laws and policies in Pakistan⁵⁰:

Standard	Meets International Standards
Minimum Age for Work	Punjab
Minimum Age for Hazardous Work	KPK, Punjab, Sindh
Identification of Hazardous Occupations or Activities Prohibited for Children	All
Prohibition of Forced Labour	All
Prohibition of Child Trafficking	None
Prohibition of Commercial Sexual Exploitation of Children	Punjab, Sindh
Prohibition of Using Children in Illicit Activities	Punjab, Sindh

⁴⁷[https://senate.gov.pk/en/news_content.php?id=4028#:~:text=The%20Senate%20Standing%20Committee%20unanimously,ICT\)%20and%20protecting%20their%20rights.](https://senate.gov.pk/en/news_content.php?id=4028#:~:text=The%20Senate%20Standing%20Committee%20unanimously,ICT)%20and%20protecting%20their%20rights.)

⁴⁸<https://www.dawn.com/news/1646405>

⁴⁹http://www.na.gov.pk/uploads/documents/1621498414_577.pdf

⁵⁰<https://www.dol.gov/agencies/ilab/resources/reports/child-labour/pakistan>

Minimum Age for Voluntary State Military Recruitment	Federal
Prohibition of Military Recruitment by Non-state Armed Groups	Punjab, Sindh
Compulsory Education Age	All
Free Public Education	All

Child Labour Situation in Pakistan

Poverty is the labeled as biggest driver of child labour across the world. According to World Bank estimates, Pakistan experience 5% rise in poverty in 2020⁵¹. The year 2021 saw steep and frequent rise in inflation due to increase in prices of petroleum products and basic commodities⁵². This situation forced people to look towards immediate needs rather than thinking about long-term development of children. Due to lack of resources and availability of ‘employment opportunities’, lower income families send children to work instead of schools. According to estimates by UNICEF, Pakistan has the second highest number of out of school children in the world after Nigeria⁵³⁵⁴. This situation has become worse during COVID-19 pandemic, where children have being preferred as maids, factory workers, hawkers, shop helpers due to lower wages⁵⁵⁵⁶.

In Pakistan, the first child labour survey was conducted in 1996 which revealed that an estimated 3.3 million children were engaged

⁵¹https://www.business-standard.com/article/international/poverty-in-pakistan-rises-to-over-5-in-2020-estimates-world-bank-121062200084_1.html

⁵²<https://tribune.com.pk/story/2335746/2021-ending-at-double-digit-inflation>

⁵³<https://www.dawn.com/news/1643918#:~:text=Out%20of%20all%20children%20in,Sindh%20at%2044%20per%20cent.>

⁵⁴<https://www.unicef.org/pakistan/education>

⁵⁵<https://pakistan.un.org/en/130835-media-update-united-nations-pakistan-10-june-2021>

⁵⁶<https://www.unicef.org/pakistan/press-releases/covid-19-may-push-millions-more-children-child-labour-ilo-and-unicef>

in labour⁵⁷. According to the survey, majority of the child labour is engaged in the agriculture sector followed by the industrial sector. Non-formal businesses and domestic services also have a considerable number of child workers. Population of Pakistan has grown exponentially since 1996 and the number of child workers is believed to be much higher now. In May 2021, Sindh Government shared that it had plan provincial child labour survey with the support of UNICEF⁵⁸. In January 2022, the provincial government shared that the said survey will be completed in 2022 in which Sindh Government will allocate PKR 96 million⁵⁹. Similar commitment was made by Khyber Pakhtunkhwa government in September 2021⁶⁰ and the survey began in January 2022 with budgetary allocation of PKR 241 million⁶¹.

On October 27, 2021, Gilgit Baltistan (GB) became first region in Pakistan to unveil updated statistics of child labour since 1996, by launching the Gilgit-Baltistan Child Labour Survey (GBCLS) Report 2018-19⁶²⁶³. This survey was done in association with the United Nations Children's Fund (UNICEF). The survey, which is the largest one conducted in GB, gathered data from 7,032 households belonging to the 10 districts including approximately 400,000 children from age 5 to 17.

GBSCLS revealed that 13.1 percent children in GB are engaged in child labour which amounts to every 1 out of 7 children. In terms of

⁵⁷https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_436435.pdf

⁵⁸<https://tribune.com.pk/story/2297843/sindh-to-update-its-child-labour-figures>

⁵⁹<https://www.dawn.com/news/1667995/child-labour-survey-planned>

⁶⁰<https://www.dawn.com/news/1648811>

⁶¹<https://www.dawn.com/news/1599385>

⁶²<https://www.unicef.org/pakistan/press-releases/gilgit-baltistan-child-labour-survey-report-launched>

⁶³<https://www.dawn.com/news/1654522>

head count this number reaches to approximately 50,000 children. These children are faced with serious health risks and working in extreme conditions make them prone to mental health issues twice as much as compared to other children.

The link between child labour and education was further revealed in the survey as it found out that approximately 30 percent of the children were out of school. Furthermore, 14.8 percent children were not in education or employment however their chances of joining the workforce were much higher than joining school.

Child laborers in Pakistan are mostly involved in several kind of labour like working as table cleaner in hotels or dhabas, domestic workers in private household, washing vehicles in market working as helper in different shops (mostly automobile garages). Most of these kids are observed with unusual dirty and torn clothes, while some are without shoes even in winters. These flowers on the streets with no future are deprived from the rights to protection, health and education. These tiny angels become a man and woman at the age when they have the right to celebrate and live a joyful life with nothing to worry about. But their little shoulders are overburdened because they were born poor.

As mentioned earlier Pakistan ranks second across the globe with 22.8 million Children out of school falling in the age group of 5 to 18 years. These figures are more than enough to jolt national and international communities, but sadly no one seems to be concerned. Apparently, in this case like many other cases. The rural areas of Pakistan are affected the most. The children of these areas in rural areas do not have basic necessities like education, clean water, food and health services. To further amusement the constitution of Pakistan's Article 25-A ensures free and compulsory education to the children with the age of five to sixteen years, but the real picture is very different. Throughout Pakistan, little children are working hard to make both ends meet. Some are slaves of a greedy

shop owner while some work on the roads day to night to earn something so their families don't sleep empty stomach.

Child labour is not only dangerous for the children but also deprives a society from growing and developing. A large number of kids in Pakistan are working in different cities to support family or for their own survival. Many of these children are the only bread and butter earners for their families. Even In federal capital of Pakistan Islamabad large number of children come from different cities and work here at hotels, mechanic shops, selling different items in market or streets and collect garbage with elders. These children working hard and living in condition worst then animals still have dreams in their eyes. They have hope and wait for an opportunity every day to get themselves out of the miserable lives they are unfortunately living.

Plight of Child Domestic Workers in 2021

Despite Pakistan's efforts to bring domestic work in the net of mainstream workforce, child domestic workers continued to suffer extreme forms of violence in the year 2021.

In January, Child Protection Bureau Punjab with the aid of police arrested a couple in Rawalpindi for torturing their differently abled child maid⁶⁴. According to the Bureau, the girl was made to work 15 hours a day and often tortured.

In March, Child Protection Bureau Punjab rescued a minor girl from a public servant's house in Lahore⁶⁵. The girl told police that her father sent her to live with the employees to repay his loan.

⁶⁴<https://arynews.tv/couple-torture-differently-abled-child-maid/>

⁶⁵<https://tribune.com.pk/story/2288940/house-maid-tortured-detained-by-employers>

In September, Punjab police arrested employers of a 14 year old girl in ChakhJumra on account of cutting her hair and burning her with tongs when she asked for food⁶⁶. The survivor told police that she regularly suffered mental and physical torture and hadn't met her parents for 5 months.

In November, Child Protection Bureau Punjab rescued a 7 year old girl from Lahore who had suffered physical torture from her employers⁶⁷.

The extreme violence also resulted in casualties as in February; Punjab Police arrested an employer for torturing a 12 year old girl death in Lahore⁶⁸. The autopsy discovered that the girl was beaten up numerous times and was kept hungry for several hours. The post-mortem however rejected the claim of deceased family that she was sexually raped. The employer admitted to the charges of beating the deceased.

In a similar incident in October, a 13 year old girl was beaten to death⁶⁹. The deceased's family told media that her employers told them that the girl committed suicide and gave the family PKR 100,000 for burying the girl "silently".

In October, dead body of 14 year old girl from Multan was found from her employers' house⁷⁰. The arrested employers told police that they had hid the body after employer's 26 year old daughter pushed the child in anger and she died due to falling from stairs.

⁶⁶<https://tribune.com.pk/story/2321616/employers-held-for-mistreating-child-maid>

⁶⁷<https://www.24newshd.tv/12-Nov-2021/7-year-old-maid-tortured-brutally-in-lahore>

⁶⁸<https://en.dailypakistan.com.pk/05-Feb-2021/employers-booked-for-torturing-12-year-old-maid-to-death>

⁶⁹<https://arynews.tv/13-year-old-child-maid-allegedly-killed-lahore/>

⁷⁰<https://tribune.com.pk/story/2323178/youth-turns-out-to-be-killer-of-minor-maid>

SPARC's Efforts

Since its inception in 1992, Society for the Protection of the Rights of the Child (SPARC) has played an active role in mobilizing the civil society to stand against child labour in Pakistan. SPARC has advocated with federal and provincial governments to bring the local laws in harmony with international commitments.

The organization held various advocacy events in consultation with alliances, including parliamentarians, government and non-government officials, academia, media and children. Some of the prominent activities were conducted in Islamabad⁷⁷, Karachi⁷⁸ and Lahore⁷⁹. To highlight the issue world day against labour was also observed at Islamabad ⁸⁰, Karachi ⁸¹and Lahore. Large number of individuals including children participated and raised voice for their rights and protection.

During 2021, SPARC collaborated with Commonwealth of Learning (COL) for GIRLS Inspire project. The initiative aimed at empowering girls and women, from marginalized communities, through marketable vocational and e-business skills to bring them and their families out of poverty circle. The project operated in Karachi, Hyderabad, Multan, Rawalpindi, Faisalabad and Peshawar.

To provide assistance and required support to street children in Peshawar, Hyderabad, Islamabad, Rawalpindi and Multan SPARC's centers for street children played pivotal role throughout the year. A number of children working and living on streets as well as out of school children were provided with protective and preventive care. During the COVID pandemic centers served as hub of information and relief support for children

Recommendations

The major recommendation proposed by Civil Society Organizations is the implementation of National Strategic Framework for the Elimination of Child and Bonded Labour, developed in 2017 with consultation of ILO⁷¹, in letter and spirit. The 19 recommendations include:

1. Progressing towards the law on forced labour
2. Establishing provincial level funds for child and bonded labour rehabilitation and welfare
3. Reactivating and reinforcing the District Vigilance Committees (DVCs)
4. Reactivating and reinforcing Provincial Child Labour Unit as Provincial Child and Bonded Labour Unit
5. Progressing towards the laws on child labour
6. Creating provincial level committee on child rights and conducting periodical review of harmful occupations
7. Reinforcing institutional mechanism for scrutiny & development in execution of child and bonded labour laws
8. Facilitating the involvement of civil society in the inspection process and monitoring
9. Including more sectors and forms of work under the umbrella of child and bonded labour laws
10. Enhancing the capacities of personnel working in inspection, and relief work
11. Improving reporting on inspection mechanisms to the federal Government
12. Finalizing the labour surveys to gauge the updated statistics on child and bonded labour
13. Mainstreaming and integration of policies on child and bonded labour
14. Publishing and disseminating information, education and communication (IEC) material

⁷¹https://www.ilo.org/islamabad/info/public/pr/WCMS_477252/lang-en/index.htm#:~:text=The%20Strategy%20aims%20to%20contribute,mainstreaming%20of%20child%20and%20bonded

15. Raising awareness among masses and public and private sector stakeholders
16. Initiating action plans and projects to eliminate child and bonded labour
17. Addressing the dangers of child and bonded labour through private public partnership
18. Facilitating evidence based research on child and bonded labour through collaboration with academia and regional research organizations
19. Capacity building

Child rights experts have also recommended to:

1. Increase age of employment to 18 years in each and every legislation whether provincial or federal legislations⁷²
2. Take special measures to proscribe child domestic labour⁷³
3. Initiate accelerated learning courses in agricultural areas to fast-track out of school / working children in mainstream education
4. Provide incentive to farmers and industries who aren't indulging in child labour
5. Increase coordination between Labour, Education, Law and Social Welfare Departments
6. Synchronize Labour Courts and Juvenile Courts to ensure that cases of child labour are resolved in quick and efficient manner

Pakistan needs to implement the recommendations of Gilgit-Baltistan Child Labour Survey (GBCLS) Report 2018-19⁷⁴.

GBCLS recommended the government to:

1. Come up with a multi layered response mechanism involving education, social protection, labour policies etc. to tackle the complex issue of child labour.

⁷²<https://www.thenews.com.pk/print/696798-child-domestic-Labour-prohibited-under-child-employment-act-1991>

⁷³<https://www.thenews.com.pk/print/671791-call-to-ban-child-domestic-labour>

⁷⁴<https://www.dawn.com/news/1654522>

2. Conducting campaigns to raise awareness on importance of education and the free of cost public education provided by the government so that people with misconceptions can trust the schooling system.

Children involved in work force and their parents have recommended to:

1. Provide support in education, vocational training, health and basic needs of children aren't forced work before the age of 18 due to poverty.
2. Provide support in birth registration and school enrollment so that out of school children above the primary schooling age can be involved in mainstreaming process.