

NEED GAP ANALYSIS OF **CHILD DOMESTIC LABOUR** IN PAKISTAN



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Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants



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The Need Gap Analysis Report is prepared to understand existing laws and policies related to child domestic labour. The report will serve as a guideline for further action that can help the country to move from the current situation to the desired state.

Part I

Introduction: Child Domestic Labour

Child labour is a crime and is rampant in Pakistan. Protection of the rights of the children is key to the anti-child labour movement. The purpose of carrying out a need-gap analysis is to understand the existing laws and policies in Pakistan related to child domestic labour (CDL).¹ as a cross-cutting issue of gender-based violence, slavery, trafficking and domestic workers' rights among others. The analysis provides an overview of profile of child domestic labour in the country, the national and provincial framework for addressing CDL, victims' assistance for child domestic labourers and interventions undertaken by different stakeholders. Lastly, this analysis suggests measures including legal and policy changes to address the issue of child domestic labour.

It may be noted that while the need gap analysis has been carried out for the province of Punjab, it reflects policies and laws at federal level which are the same as that of the province, especially since no new development has taken place in the field of child domestic labour after the 18th constitutional amendment. Data and figures related to child domestic labour are not available in Pakistan. Neither any governmental department nor any civil society organization has realistic or factual figures related to number of children involved in domestic labour. The lack of credential data/ statistics on child domestic labour results in gaps in policy and legislative framework for systematically addressing this issue from the perspective of protection of children, prohibition of the crime, prosecution and conviction of offenders and most importantly the socio- economic rehabilitation of child domestic labourers. The reasons for missing data are also mentioned in this document.

The National Child Labour survey, conducted in 1996 by the Federal Bureau of Statistics, found 3.3 million of the 40 million children (in the 5-14 years age group) to be economically active on a full-time basis. Of the 3.3 million working children, 73 per cent (2.4 million) were boys and 27 per cent (0.9 million), girls. Children's contribution to work in rural areas is about eight times greater than in urban areas. The number of economically active children in the 10-14 years age group is more than four times the children in the 5-9 years age group. A considerable proportion of the working children in the 5-14 years age group (46 per cent) are working more than the normal working hours, i.e. 35 hours per week, with 13 per cent working 56 hours or more per week. In urban areas, 73 per cent of the working children work more than the normal working hours, which is significantly higher than in rural areas (42 per cent). This shows that working conditions are generally worse in urban areas²

¹ Also referred to as "Child Labour in Domestic Work" by the International Labour Organization (ILO)

² <http://www.ilo.org/legacy/english/regions/asro/newdelhi/ipec/responses/pakistan/index.htm>

CITIES	HOUSEHOLD VISITED	NO. OF CDLS			PREVALENCE RATE (%)		
		BOYS	GIRLS	TOTAL	BOYS	GIRLS	TOTAL
Karachi	530	29	137	166	5.5	25.8	31.3
Lahore	446	32	95	127	7.2	21.3	28.4
ISB/ RWP	475	51	74	125	10.7	15.6	26.3
Quetta	572	76	50	126	13.3	8.7	22.0
Peshawar	496	58	44	102	12.3	9.4	21.7
Total	2495	246	400	646	9.9	16.1	26

SOURCE: SPARC. (2004). RAPID ASSESSMENT ON CHILD DOMESTIC LABOUR IN SELECTED LOCALITIES OF PAKISTAN

Thus, from the above table it seems that employing children in domestic work is an acceptable norm and more so the girl-child are preferred as domestic workers compared to the boys due to cultural and traditional beliefs that females are better care-takers as compared to boys

Demographic and socio- economic factors which

ILO (2012) pegs number of child labourers in Pakistan at 12 million. There is a dearth of in- depth empirical and qualitative research about the children in domestic work in Pakistan. Media reports reveal that there are an estimated 8.5 million domestic labourers out of which majority are women and young girls. The Pakistan Bureau of Statistics (2012) states that of the 74 percent of the labour force engaged in the informal sector, a majority are employed in domestic work; this includes men and children. Girls are at particular risk of gender based violence as they work behind closed doors beyond the reach of law enforcement agencies. The child domestic labourers are victims of forced and involuntary labour/ bonded labour as they are paid less than the minimum wages of 97 USD per month (at present).

A Research by Social Research and Development Organization (SRDO) an NGO based in Karachi underpins that the child domestic labourers get anywhere between Pakistani Rupees 1500-1800 per month. Additionally the child domestic labourers are victims of trafficking as well. The lack of a national minimum age for employment increases the likelihood that very young children engage in hazardous work which affects their overall well-development. The minimum age for hazardous work is not being followed or remains consistent as mentioned in the International Conventions which Pakistan is signatory to. This inconsistency raises serious questions on safety, health and education of these children.

Education:

Education for All Global Monitoring Report (2012)

Pakistan has some of the worst education indicators globally:

- Pakistan has the world's second highest number of children out of school, reaching 5.1 million in 2010. This is equivalent to 1 in 12 of the world's out-of-school children.
- Two-thirds of Pakistan's out of school children are girls, amounting to over 3 million girls out of school.
- From 1999 to 2010, the primary net enrolment ratio rose from 58% to 74%. But the ratio for girls is still 14 percentage points behind the ratio for boys, leaving only eight girls to every ten boys in primary school.
- 49.5 million adults are illiterate, two-thirds are women. This is the third largest globally.
- Projections indicate that the number of illiterate adults will increase to 51 million by 2015.
- The country ranks 113 out of 120 countries in the Education Development Index.

Pakistan's spending on education is very low, and has decreased:

- Pakistan has reduced spending on education from 2.6% of gross national product (GNP) in 1999 to 2.3% of GNP in 2010.
- In 2010, the country allocated only 10% of government spending on education.
- Pakistan spends around 7 times more on the military than on primary education.

Pakistan has amongst the widest education inequalities in the world:

- In 2007, one quarter of 7-16-year-olds had never been to school, with wide variations by region, wealth status and gender.
- While only 17% had never been to school in Punjab, 25% were in the same situation in Khyber Pakhtunkhwa and 37% in Balochistan.
- Poorest girls are most disadvantaged in all three provinces, with over half never having been to school.
- In Swat District, only around 1 in 3 of girls are in school.³

According to the data of UNESCO Institute for Statistics (2012), only 72.3% of children in the age 5-14 years attend school. An estimated 1.6% students between the age 10-14 years combine work with school.

- Pre-primary school participation (2009-2012), male 86.8% female 77.1%
- Primary school participation (2008-2013) Male 67.1% female 60.1%
- Out of school children (2009-2013) 27.5%.⁴

Thus, both the reports indicate that the status of education is very weak in Pakistan and since one of the main causes of child labor is lack of educational facilities hence we need to provide all the children with quality education.

³ http://en.unesco.org/gem-report/sites/gem-report/files/EDUCATION_IN_PAKISTAN__A_FACT_SHEET.pdf

⁴ http://www.unicef.org/infobycountry/pakistan_pakistan_statistics.html

United States Department of Labour (2013) indicates that while education is free and compulsory through age 16, access to education is still limited. Over 6.5 million children are not in primary school. In conflict zones, schools and infrastructure are often damaged. In some areas, schools are attacked and sometimes destroyed by militant groups opposed to secular education and the education of girls.⁵

Effects of Child Domestic Labour

The child domestic labourers in the Punjab province of Pakistan suffer various atrocities. This includes physical abuse wherein many children become victims of corporal punishment, which especially takes place due to the prevailing attitude where children are considered to be the property of adults. Children are physically abused when they fail to perform their duties well.

They also face physical exploitation with being forced to work for long hours that generally starts in morning and continues till late night.

Children are also subjected to verbal abuse by their employers. Use of abusive language with domestic workers, adults and children is a norm of the society in Punjab. Taunting and verbally abusing the children affects them psychologically leaving them traumatized and depressed.

Society considers young girls to be more suitable for domestic work. Therefore, most of the girls entering the domestic households start to work at around 7 years of age. These young girls are prone to physical and sexual abuse at the hands of adult male members of the household. Sometimes boys also fall victims to such sexual abuse.

Children working as domestic servants are not considered equal to the children of the family. They are treated as secondary citizens of the house. Their needs are severely neglected by the members of the household and they are deprived of basic necessities such as appropriate medication, proper opportunity to rest and timely food.

A child engaged in domestic labour lives a life of social exclusion. These children do not have an opportunity to meet their friends. Visits from family members are rare and possibilities of going back home are limited. Children thus suffer from isolation.

Some may argue that children working are in safe environment and enjoy better living than that living in their own homes, but unfortunately this is not applicable to the child domestic labourers living in Punjab. In last 3-4 years, many child domestic labourers have died at the hands of their employers. These deaths have been the result of severe physical, violent and sexual abuse.

⁵ <http://www.dol.gov/ilab/reports/child-labor/pakistan.htm>

This only confirms that child domestic labour is an extremely hazardous and dangerous work for children living in Pakistan and thus, serious steps need to be taken to eliminate child domestic labour from our society.

Main Causes of Child Domestic Labour

The socio-economic factor discussed above such as poverty, lack of basic amenities, lack of political will and many more factors contribute to the growing demand and supply of child domestic laborers. Parents mostly send their children to work is due to poverty and lack of opportunities available for the adult workers. In addition to this, there is a high demand for working children by employers as they work for lower wages and can work for longer working hours, without complaining.

Domestic does not fall under the ambit of trade unions and hence, they face more exploitation in various forms; there are no monitoring systems about the minimum wage rate. Lack of political will is one of main cause and prevalence of child domestic labour. It has been observed that many industrialist, bureaucrats or people with political affiliation they too prefer hiring child domestic laborers as compared to adult workers.

Part II

National Response to Child Domestic Labour, Trafficking and Associated Gender- Based Violence

Legal Framework

Pakistan has several national and international frameworks on elimination of child labour.

International Legal Frame Work

Various international conventions lay the foundation for banning child labour, in particular, the worst form of child labour. Recent years have witnessed increasing deaths and grievous injuries to children employed in domestic work which clearly points to the urgency of classifying child domestic labour as one of the most hazardous/worst forms of child labour in the country.

The following are some of the most important international treaties and conventions to guarantee and protect the best interests of the child.

United Nations Convention on The Rights of The Children, 1989

Article 32 of UNCRC puts emphasis on the signing state to protect children from economic exploitation and from performing work which is detrimental to the physical and mental development of the child. Article 32 also stresses that any work which interferes

with the education of the child should not be allowed. It states that the minimum age for admission to employment should be set up by the state, working hours and conditions of employment should be regulated by state and appropriate penalties and other sanctions should be in place for its effective enforcement.

The table below enumerates some of the articles of the UNCRC which may be referred to for the protection of children involved in domestic work:

UNCRC Article	Relevance to CDL
Article 3 provides for the best interest of the child	Child domestic labour is usually not considered to be in the best interest of child.
Article 4 provides for protection of rights of children	The State should refer to this article to legally promote the best interest of protecting children.
Article 6 provides for survival and development of children	Children in domestic labor more often than not are deprived of development opportunities, Cases of deaths and grievous injuries are also common.
Article 19 calls for protection from all forms of violence	Children in domestic work are usually subject to physical and mental violence.
Article 20 calls for not depriving family environment to a child	child domestic labourers mostly do not have contact with their families over long periods and in some cases there is no contact at all.
Article 27 calls for adequate standard of living	It is a known fact that children are forced to stay in hostile living conditions.
Article 28 put emphasis on free primary education	children working in homes are deprived opportunities of free primary education.
Article 31 states that leisure and play opportunities should be provided to children	child domestic workers are generally not allowed by their employers to engage in any leisure activities since they are mostly forced to work long hours.
Article 37 bans corporal punishment to children	child domestic worker suffer grievous injuries/ severely punished for not performing the duties appropriately, sometimes leading to their death too.

International Labor Organization Conventions

The following ILO Conventions directly apply to child domestic labour:

Minimum Age Convention, 1973 (No. 138)

Article 2(1) of the convention states that each ratifying state shall specify minimum age for admission to employment or work.

Article 2(3) states age of entry should not be less than age of completion of compulsory schooling and in any case shall not be less than 15 years.

Article 2(4) gives a relaxation of 1 year to countries with insufficient economic condition and educational developments and countries can specify an initial minimum age of 14 years,

Article 2(5), such countries must give the reason for doing so in the report on the application of this convention.

Article 3 sets 18 years as the legal age for hazardous work.

Pakistan ratified this convention on 06 July 2006.

Worst Forms of Child Labour Convention, 1999 (No. 182)

Article 3 of Worst Forms of Child Labour Convention states that if any of the below mentioned conditions or situation exists then it will be considered as worst form of labor for children.

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Pakistan ratified this convention on 11 October 2001

Child domestic labour in Pakistan may be viewed as a form of slavery, as the conditions of the children working in homes remain hidden. Several studies and researches have emphasized on the health and safety risks associated with

child domestic laborers, thus making it one of the worst forms of child labour in Pakistan.

Domestic Workers Convention, 2011 (No. 189)

Article 3(1) of Domestic Workers Convention, 2011 (No. 189) ensures effective promotion and protection of human rights of all domestic workers.

Article 3(2) (c) talks about effective abolition of child labour in domestic settings.

Article 4 puts emphasis on countries that they must follow principles and provisions set in the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labor Convention, 1999 (No. 182), and entry in domestic labor should not be less than established national laws or regulations for workers.

Pakistan has not ratified this convention so far.

Abolition of Forced Labour Convention, 1957 (No. 105)

Article 1 of Abolition of Forced Labor Convention puts restriction on the use of any form of forced labor. The convention does not directly apply to cases of child domestic labor but since children are not responsible for earning for their families and cannot be allowed to work, under certain age, any labor by children is usually associated with forced labour. Besides, the circumstances under which they work may also be seen as forced labour.

Pakistan ratified this convention on 15 Feb 1960.

National Legal Framework

Even after several deaths of children working as domestic labourers in Pakistan and particularly, in the province of Punjab, there is no legislation which bans or even regulates the working of children in domestic setting. The law on human trafficking only deals with external human trafficking, people trafficked to Pakistan or trafficked from Pakistan, and completely overlooks internal human trafficking issues. There exists no law which examines the issue of gender based violence in the context of child labor or child domestic labour.

Constitution of the Islamic Republic Of Pakistan, 1973

Few articles directly discuss labor and employment and other articles can be used to prevent child domestic labor.

Article 11 of constitution of Pakistan prohibits all forms of slavery, forced labor, human trafficking, employment of children younger than 14 years and working of children in hazardous places.

Article 37(e) provides for securing just and humane conditions of work and ensures that children and women are not employed in vocations unsuited to their age or sex.

Article 25 states that all citizens are entitled to equal protection of law and empowers states to make special provision for protection of women and children.

Article 25-A mentions that state shall provide free and compulsory education to all children of the age of five to sixteen years meaning that minimum age of employment should be at least 16 years.

Article 35 provides that the state shall protect the family and the child.

Employment of Children Act, 1991

It is an act to prohibit the employment of children in certain occupations and to regulate the conditions of work of children. The law is silent on the issue of domestic work and does not prohibit or regulate child domestic labor. **Section 2(iii)** defines child as person who has not completed his fourteenth year of age. This is the lowest age limit provided under **Article 2(4)** of Minimum Age Convention, 1973 (No. 138). The definition of the word 'establishment' under **section 2(v)** does not include domestic setting.

Section 3 prohibits employment of child (14 years of age) in the following occupations and processes;

Prohibited Occupations

- (1) transport of passengers, goods or mails by railway;
- (2) cinder picking, cleaning of an ash pit or building operation in the railway premises;
- (3) work in a catering establishment at a railway station;
- (4) work relating to the construction of a railway station;
- (5) a port authority within the limits of any port; and
- (6) work relating to selling of crackers and fireworks in shops with temporary licence.

Prohibited Processes

- (1) Bidi-making
- (2) Carpet-weaving
- (3) Cement manufacture, including bagging of cement
- (4) Cloth printing, dyeing and weaving
- (5) Manufacture of matches, explosives and fire-works
- (6) Mica-cutting and splitting
- (7) Shell as manufacture
- (8) Soap manufacture

- (9) Training
- (10) Wool-cleaning
- (11) Building and construction industry
- (12) Manufacture of slate pencils (including packing)
- (13) Manufacture of products from agate.
- (14) Manufacturing processes using toxic metals and substances such as lead, mercury, manganese, chromium, cadmium; benzene, pesticides and asbestos.

Section 3 provides relaxation if any of the above mentioned processes are carried out in an establishment being run by occupant with assistance from his family, which includes children. This further hinders efforts to protect from exploitation, particularly behind closed doors.

Section 4 gives power to Federal government to amend the banned occupations and processes list through notification in the official Gazette. Ironically, federal and provincial governments have failed to use this simple method of amending the law and making child domestic labor a banned occupation.

Punjab Employment of Children (Amendment) Act 2011

The 18th Constitutional amendment gave the provincial government power to legislate on the issues of children. The Punjab province adopted the Employment of Children Act, 1991 and only substituted the word Pakistan with Punjab and federal government with provincial government and did not make any improvement in the law. On the positive side, it enhanced the list of banned process from 14 to 34 as stated above.

Prohibited Processes

- (1) Work inside underground mines and above ground quarries including blasting and assisting in blasting.
- (2) Work with power driven cutting machinery like saws, shears, guillotines and agricultural machines, thrashers, fodder cutting machines.
- (3) Work with live electrical wires over 50 volts.
- (4) All operations related to leather tanning process e.g., soaking, de-hairing, liming, chrome tanning, deliming, pickling, defleshing, ink application.
- (5) Mixing and manufacture of pesticides and insecticides; and fumigation.
- (6) Sandblasting and other work involving exposure to free silica.
- (7) Work with exposure to all toxic, explosive and carcinogenic chemicals e.g., asbestos, benzene, ammonia, chlorine, manganese, cadmium, sulphur dioxide, hydrogen sulphide, sulphuric acid, hydrochloric acid, nitric acid, caustic soda, phosphorus, benzidine dyes, isocyanates, carbon tetrachloride, carbon disulphide, epoxy resins, formaldehyde, metal fumes, heavy metals like nickel, mercury chromium, lead, arsenic, beryllium, fiber-glass.
- (8) Work with exposure to cement dust in cement industry.
- (9) Work with exposure to coal dust.
- (10) Manufacture and sale of fireworks and explosives.
- (11) Work at the sites where liquid petroleum gas (LPG) and compressed natural gas (CNG) is filled in cylinders.
- (12) Work on glass and metal furnaces; and glass bangles manufacturing.
- (13) Work in the cloth weaving, printing, dyeing and finishing sections.
- (14) Work inside sewer pipelines, pits and storage tanks.
- (15) Stone crushing.
- (16) Lifting and carrying of heavy weight (15kg and above) specially in transport industry.
- (17) Carpet weaving.
- (18) Working two meters or more above the floor.
- (19) All scavenging including hospital waste.
- (20) Tobacco processing and manufacturing including niswar and bidi making.
- (21) Deep-sea fishing, commercial fishing and processing of fish and sea-food.
- (22) Sheep casing and wool industry.
- (23) Ship breaking.
- (24) Surgical instruments manufacturing specially in vendors' workshops.
- (25) Spice grinding.
- (26) Work in boiler house.
- (27) Work in cinemas, mini cinemas and cyber clubs.
- (28) Mica-cutting and splitting.
- (29) Shellac manufacturing.
- (30) Soap manufacture.
- (31) Wool cleaning.
- (32) Building and construction industry.
- (33) Manufacture of slate pencils including packing.
- (34) Manufacture of products from agate.

Laws Supporting Prohibition of Child Domestic Labour

The following laws can either be used directly or with minor amendments to prohibit child domestic labour in Pakistan at the federal and provincial levels.

- Children (Pledging of Labor) Act, 1933
- Sindh Children Act, 1955
- Bonded Labor System (Abolition) Act, 1992 And Punjab Amendment, 2012
- Prevention And Control Of Human Trafficking Ordinance, 2002
- Punjab Destitute & Neglected Children's Amendment Act, 2007
- Khyber Pakhtunkhwa Child Protection And Welfare Act, 2010
- Protection Against Harassment Of Women At The Workplace Act, 2010
- Islamabad Right To Free And Compulsory Education Act, 2012
- Sindh Right Of Children To Free And Compulsory Education Act, 2013
- Punjab Free And Compulsory Education Act, 2014
- Balochistan Compulsory Education Act, 2014

United States Department of Labor (2013) report shares that Pakistan's laws are not completely consistent with international standards regarding child labor. The lack of a national minimum age for employment may increase the likelihood that very young children engage in activities that jeopardize their health and safety. The minimum age for hazardous work is also not consistent with international standards and may jeopardize the health and safety of young people ages 14 through 17. Additionally, domestic service, a sector in which many child laborers work is not covered by the list of prohibited hazardous occupations or processes. The law also excludes workplaces with less than 10 persons employed. As a result, children in the informal sector do not benefit from the same protections as those working in larger establishments.

Pakistan's laws do not specifically prohibit child pornography, the use of children in illicit activities, or internal trafficking. However, the Penal Code outlaws the circulation or production of any obscene books, drawings, representations, or other objects. The Government also uses the Penal Code and Sections 17 through 23 of the Emigration Ordinance, which address fraudulent immigration, to prosecute internal trafficking cases.⁶

Hence, strong lobbying and advocacy needs to take place to help eliminate the issue of child labour and child domestic labour.

⁶ <http://www.dol.gov/ilab/reports/child-labor/pakistan.htm>

Part III

Gaps and Recommendations

Recommendations

Child domestic labour is a grave concern not just nationally but globally. Hence, there is an urgent need to form a comprehensive plan of action which will bring a change not only in the behavior, practices and attitude amongst stakeholders but in amendments in policies and legal frameworks, which will lead to elimination of child domestic work.

- Federal and Provincial governments should bring comprehensive legislation on child domestic labour.
- Federal and Provincial governments should immediately amend the schedules provided under Employment of Children Act and put child domestic labour under banned occupation list by simple notification in official gazette.
- Pakistan should ban child domestic labour. In the light of Article 4, of Domestic Workers Convention, 2011 (No. 189), Pakistan should at least set a minimum age of entry into domestic work environment, in accordance with the Employment of Children Act 1991 which states the minimum age of entry to work as 14 years.
- Though Pakistan has ratified various conventions such as the Abolition of Forced Labour Convention, 1957 (No.105), Minimum Age Convention, 1973 (No. 138), ILO Convention 182 on Worst Forms of Child Labour, it is critical that the governments at both the federal and the provincial levels now lay increased emphasis on the implementation of all articles of this Convention.
- Pakistan must ratify Domestic Workers Convention, 2011 (No. 189), particularly, with reference to child domestic labour.
- Pakistani government should regulate the working conditions of adult domestic worker, which would, in turn, help reduce the number of child domestic labourers in the country.
- IEC/BCC⁷ campaigns for the change in policy, practices and behaviors of stakeholders should be carried out.
- Trainings should be conducted with law and police departments on Punjab Destitute and Neglected Children Act in particular and on child friendly laws in general.
- Role of the labour officers should be enhanced to cover child domestic labor.
- The Labour department has been running projects to curb child labour in different industrial sectors. The scope of these projects should be expanded to include child domestic labour as well.
- Advocacy and awareness raising campaigns should be carried out with policy makers, Ministry of Labour, Ministry of Law, Home Department, Ministry of Social Welfare and Ministry of Education to legislate and ban child domestic labour.
- Devise Rules and SOPs related to Punjab Destitute and Neglected Children Act, 2004 for Child Protection Welfare Bureau (CPWB) and more awareness raising campaigns should be organised regarding the work of CPWB.
- The helpline of Child Protection Welfare Bureau should also be activated to deal with complaints about victims of child domestic labour.
- In-depth research on the impact of child domestic labor should be carried out at provincial levels.

⁷ IEC: Information, Education and Communication; BCC: Behaviour Change Communication

Study on children in domestic work

Analysis

A research based on small sample size of 15 children involved in domestic labor was carried out for making a profile of 15 children involved in domestic labour.

No. of Male and Female	Percentage
Male	14%
Female	86%

The findings are in conformance with the universal data (ILO) that is available that 70% of all child domestic labourers are girls which puts them at a gender based disadvantage besides keeping them excluded from free and quality education.

Table 1

Ages	Percentage
Ages between 7-10	43%
Ages between 11-15	57%
Ages between 16-18	7%

Empirical research has always hinted that children are preferred over adults because they cannot form unions and hence they do not demand for the minimum wages or complain for unregulated number of hours at work. This is corroborated by the survey. The study indicates that children in the age group of 7-15 years are preferred over 16-18 years old. As the older children are more vocal and voice out against abuse.

Table 2

No. of Siblings	Percentage
1-2 Children	0%
3-5 Children	29%
6-10 Children	71%

Table 2 indicates that children in domestic work come from large families. Parents send their children to work from economic perspective i.e. more income helps in feeding the family. Poverty is one of the reasons that children enter into work but in reality children are preferred over adults because children never get the minimum wages at par with the adults. Parent's feel that more hands will add to more income but in reality the family is further pushed deeper into a vicious cycle of illiteracy and poverty (best explained by [triangular paradigm](#)).

Table 3

Working Siblings	Percentage
Non-Working Sibling	36%
Working Sibling	64%

More children at home are construed as more hands at work and parents do not think twice before sending their children to work. The above table indicates that more than one child is working in the families.

Table 4

Residents of Lahore	Percentage
Lahore	79%
Out of City	21%

The above table explains that trafficking not only takes place externally but also internally. It has been observed that mostly the placement agencies are involved in trafficking of children for forced domestic labour. These agencies and their representatives, traffic children from remote areas of the country and sell them as modern day slaves in the urban areas. This is interplay of demand and supply because the urban areas demand for cheap and passive labour to work at homes rather than adults.

Table 5

Went to School	Percentage
No	29%
Primary school	71%

It has been observed that the education enforcement system is often weak and children particularly girl-child drop out. The reasons shared by them are lack of sanitation facilities in school, curriculum is not child friendly. This is corroborated by the data provided hereinabove.

Though majority of the results of the survey validate popular notions existing studies/ findings, but given the extremely small sample size, we cannot make empirical conclusions.

Table 6

Still attending any education Institution	Percentage
No	79%
Yes	21%

Child domestic labour work seven days a week which leaves them with no or very less time in hand for themselves. These children often stay in the premises of the employers and therefore they do not get the opportunity to attend school. There are instances where children combine work and school, though this severely affects the learning outcome.

Table 7

Reasons of Leaving School/ why are you out of school	Percentage
Due to work	22%
Poverty/Punishment	0%
Parents forcibly	21%
Don't Know	57%

As observed under in Table 7: many children leave school due to work or parents force them to leave school. In reality too, due to lack of educational opportunities or accessibility children leave work and start working and in many instances the parent's feel that if the children work rather than study it will be an economic benefit to the family.

Table 8

Job Nature	Percentage
Dusting, cleaning etc.	93%
Washing Laundry Clothes etc.	100%
Baby care	57%

Above table indicates the CDL's mostly do all the household tasks seven days a week at meager or no salary.

Table 9

Place of sleeping ant work	Percentage
Alone	67%
With Family	33%

Table 10

When started work	Percentage
1 year ago	60%
2 to 3 years ago	20%
4 to 7 years ago and	20%

It has been mostly observed that the placement agencies keep on rotating the children from one household to the other as this reduced the chances of the trafficker's to get caught and they can earn more. Thus 60% of children were reported to have worked for a year and then transferred to the next home.

Table 11

Last Visit at home	Percentage
Weekly	60%
Monthly	20%

Table 12

Visit family during Eid	Percentage
Eid at home	20%
Eid at employer	80%

Above table indicates that most of the CDL's do not spend their festivals with their families. Thus they feel isolated and it affects their social and psychological well-being.

Table 13

Salary	Percentage
Salary up to 1000	29%
Above 1000 to 2000	57%
Above 2000 to 3000	14%

It is evident from the above data that none of the respondents are getting minimum wages stipulated in the statutes.

Table 14

Who receives the Salary	Percentage
Mother	100%

The children reported that the salary is sent to their mother. Many reports and observations suggest that most of the children are not paid any amount in lieu of the services rendered. The employers usually give the remuneration to the placement agencies that claim to be sending it to the parents.

Table 15

Pocket Money	Percentage
From Employer	57%
From Parents	43%

Studies indicate that sometimes the employers give small allowances to the child domestic laborers for their personal expenses. Though majority of the results of the survey validate popular notions existing studies/ findings, but given the extremely small sample size, we cannot make empirical conclusions.

Table 16

Intermediary for getting the Job	Percentage
Mother	64%
Relatives	18%
Any other	18%

It was observed that children are often tutored to give responses that do not put the employers at a disadvantage. The child domestic laborers often refrain from revealing their true ages, their living

conditions or any other kind of exploitation they are subjected to.

Table 17

Want to leave this job	Percentage
Yes	67%
No	33%

Table 18

Do you miss your siblings/relatives etc.	Percentage
Yes	80%
No	20%

Table 19

Corporal Punishment by parents or employers	Percentage
Parents	79%
Employer	64%

Table 20

Time to play	Percentage
1 to 3 hrs with employers children	36%
3 hrs above	0%
No time	35%
No answer	29%

Table 17 indicates that most of the children in domestic work want to return back to their families.

Table 19 and 20 represent the working conditions where these children work are mostly abusive in nature – physically, mentally, socially and sexually. Along with this the long working hours are taxing and exhausting for such young children. The child domestic workers many times have shared that they feel sad and depressed as

they are treated differently compared to the other children their age (employer's children or friend's).

The stark difference between the 'have' and have-nots' affects the CDL's overall development i.e. physically, emotionally, socially and intellectually. They are usually not allowed to go to school, food served to them is either less or not of the same quality; they are ridiculed and abused often.

Conclusion

The study gives a holistic picture on the situation of CDL's but since the sample size is small, thus one cannot make any statistical inferences.

The study can be seen as a good initiative to develop a greater understanding on the issue. Also, since the CDL's mostly are an 'invisible category' this study has set a ground work in identifying them for future studies.

Child Domestic Labour (GODH/Global March)

Interviewer Name _____ Date _____ City _____

Child Name _____ Parent/Guardian Name _____

(a) Age of Child _____ (a1) _____ (a2) Number among siblings _____

(b) Birth Place _____

(c) Mother Language _____

(d) Temporary Residence/ Current Residence _____

(e) Permanent Residence _____

(f) Have you ever been admitted to School _____ (Yes/NO)

(f1) Do you want go school now _____

(g) If yes, Why did you leave the school _____

(h) What is your specific job now. _____

(i) What are your responsibilities now as a domestic worker here

I. _____

II. _____

III. _____

(j) Where do you sleep at night _____ (J1) what time _____

(J2) Do you see good or horrible/terrifying dreams _____

(j3) When you wake in the morning _____

(k) When did you start this work _____

(l) When did you go to home last time _____ (l1) For how many days _____

(m) How many times do you go home _____ (m1) where you spent last

Eid / festival _____

(n) What is your salary _____ (n1) Who receives the salary _____

(n2) how much do you take as pocket money out of salary _____ (n3) who pays

Pocket money _____

(o) Who referred/brought you for this job/employment _____

(p) Do you want to go back home permanently _____

(p1) Do you miss your brothers/Sister /parents. _____

(q) Have you ever been beaten up by your parents _____ (q1) were you
punished by your employer for any fault _____ How were you punished?

(r) Do you like to play/games _____ (r1) how long a day you
play _____

(s) What do you want to be when you grow up? dream _____

(t) What is the reason for this job _____

(u) Apart from this work did you do any other job _____

(v) If you are given a chance to leave this job even on a lesser pay, would you like to
quit _____

a. If yes,

Why _____

(w) Any Other Important Note.



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Against Child Labour
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Contre le Travail des Enfants

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