

# **Child Labor in Pokhara and Lekhnath City**

(A Study Report on Situation of Child Labor in Pokhara Sub Metro and Lekhnath Municipality)

## **Study By**

CWISH, Nepal

Pokhara Chamber of Commerce and Industry

Lekhnath Chamber of Commerce and Industry

## **Supported By**

Pokhara Sub Metropolitan City and

Lekhnath Municipality

UNICEF Nepal Office

**Title:** Child Labor in Pokhara and Lekhnath City

**Study Team:**

**Team Leader:** Milan Dharel

**Coordinator:** Writu Bhatta Rai

**Special Contribution:** Jeremy Southon (Kidasha, formerly CWS) and Karen Andersen (UNICEF)

**Municipal Focal Person:** Om Raj Poudel (PSM), Ishwori Dhakal (PSM) and Mina Bhandari (LM)

**District Coordinators:** Rekha Khatri & Suresh Manandhar

**Supervisors:**

Pokhara Sub metropolitan City: Bibha Adhikari, Kopila Pandit, Min Prasad bhattarai, Sita Sharma and Laxmi Bhandari

Lekhanath Municipality: Madhu Acharya, Lila Mani Bhandari, Indra Dhungana, Resham Poudel, Bishnu Lamichhane, Deepak Koirala and Jiba nath Parajuli

**Enumerators:**

Pokhara Sub metropolitan City:

Bijaya Adhikari, Bishnu Kumari Bastola, Kalpana Subedi, Srijana Parajuli, Amrita Sapkota, Durga Koirala, Shanti Bhandari, Rammaya Pariyar, Radhika Acharya, Sushila Ale, Urmila Bhattarai, Sharada Adhikari, Jamuna Sharma, Subina Bista, Binod Lamichhane, Radhika Puri, Devi Gurung, Sita Sharma, Bhuvaneshor Bhandari, Sumitra BK, Sangita Poudel, Belmaya Gurung, Sakuntala Sharma, Menuka Khadka, Bel kumari Gurung, Prem Kishori Pradhan, Shanta Parajuli, Bindu Pandey, Sita Godar, Shanti Acharya, Gayatri Bhurtyal, Bindu Bhandari, Sashikala Baral, Sabitri Giri, Gayatri Bastola, Apsara Gautam, Sobita Bastola, Sita Timilsina, Shanti Shrestha, Devi Karki, Anita Rai, Sushila Thapa, Kamala Poudel, Dan Kumari Baral, Durga, Devi Poudel, Pushpa Bhandari, Kalpana Bastola, Nanu Gurung, Radha Adhikari, Parbati Bhandari, Bishnu Koirala, Uma Koirala, Surendra Nepali, Prabha Panta, Radhika Thapa Chhetry, Babita Sunam, Bharati Dahal, Jamuna Bastola, Rita karki, Radha Devi Bastakoti, Milan Karki, Pradip Bhandari, Ganga Baniya, Pratima Chalise and Srijana Magar

Lekhanath Municipality:

Krishna Dhakal, Sangam Adhikari, Laxman Adhikari, Shanta Baral, Anil Bhujel, Bhagabati Adhikari, Pratiksha Poudel, Pratima Pariyar, Ritu Pariyar, Mina Kumari Tiwari, Maya Baral, Mahendra Gurung, Brinda Adhikari, Ganga Subedi, Balaram Dhakal, Ram Chandra Tiwari, Ranju Baral, Laxmi Tiwari, Sharmila Bastola, Gita Dahal, Krishna Poudel, Saraswati Subedi, Kalpana Adhikari, Laxmi Tripathi Ojha, Raj Kumari Bhattarai, Anita Rajbhat, Malati Kumal, Ganga Adhikari, Laxmi Gurung, Meena Tripathi, Sarita Wagle, Mala Kandel, Manisha Tiwari, Kabita Adhikari, Kanchan Adhikari, Ganesh Bhandari, Shanti Devi Tiwari, Sharada Lamichhane, Indira Lamichhane, Basundhara Adhikari, Pipala Sapkota, Sushila Kandel, Dil Maya Dhungana, Shanti Pandey Dhungana, Sanju Lamichhane, Sangita Pandey, Ravi Kandel, Bishnu Tiwari, Chandra Poudel and Khem Nidhi Banjara.

**Published By:** Children and Women in Social Service and Human Rights (CWISH), [www.cwish.org.np](http://www.cwish.org.np)

**Published Year:** 2012

## **Foreword by Pokhara Submetro**

## **Foreword by Lekhanath Municipal**

## Foreword by CWISH

Ending Child Labor is an urgent action not only in respect of child rights convention and international treaties we have committed for, but also for the sustaining peace and progressing socio economic development of the society.

However, Nepal government and the civil society actors have crusading for last many years against child labor, the progress we have achieved is not enough to be satisfied. Ending child labor primarily needs a clear and concrete understanding about the problem with detailed information on the status, causes, consequences and the identification of major actors and problem area.

CWISH since the foundation have been in movement to end child labor, where it has a firm believe that joint actions among NGOs and collaborative approach among local government, civil society, private sector and people in general could successfully help in reducing child labor phenomena ultimately ending this evil practices of human society.

In this regard CWISH has been involved in many collaborative actions together with local government, UN agency, INGO and local NGOs. We have already done capacity building, joint interventions in many municipals of Nepal. Recently we have successfully conducted study on child labor in Chitawan district, Ghorahi and Tulasipur Municipals in collaboration with local NGO and local government with support from UNICEF offices.

It was our pleasure to be with Pokhara Submetro and Lekhatnaath Municipal Office together with Pokhara and Lekhanath Chamber of Commerce and UNICEF office for identifying the situation of child labor in Pokhara and Lekhanath Cities. We would like to thank all collaborators and partners for their trust and support to conduct this study. We are quite hopeful that this study may be able to provide you answers to many questions you may have regarding the situation of child labor in Pokhara and Lekhanath, however we acknowledge the limitations we had in our study and always look forward for constructive feedback and suggestion. We would like to thank Kidasha (Formerly known CWS) for their support and cooperation on updating data on child labor through recounting in April 2011 and including missing child labor sector in this study.

I would like to thank all personnel, supervisor, enumerator, and coordinators, report writer, editor and advisors involved in this study, including team leader Mr. Milan Dharel and Coordinator Writu Bhatta. I would like to thank the research coordination committee members for their valuable inputs and cooperation. Moreover than that I express my sincere gratitude towards the children, community people, employers, parents and key informants who provided their valuable time and share their information with our research team.

Once again thanking all of those people whose direct and indirect contribution has helped this study to be a success and appeal all stakeholders, human rights defenders and local government authorities to join hand together for the end of child labor to have a child protective and friendly society in Nepal.

Bimala Jnawali

Chairperson

Date: 12 September 2012

## Foreword by UNICEF

**Joint Foreword by Pokhara and Lekhanath Chamber of Commerce and Industries**

## **Foreword by Team Leader**

Child labour is a globally important topic in discussions on poverty and human rights violations, and ending it is a serious challenge for civil society actors and global development communities. Lack of adequate financial and technical resources, lack of accurate information and lack of skills among actors are serious challenges that are worrying communities committed to improving children's lives and helping them to claim their rights.

In this context, with the aim of intervening on child labour and making local government responsible for its elimination, we would like to congratulate Pokhara and Lekhanath municipalities for standing up among local governments in Nepal and showing their commitment and enthusiasm for ending child labour.

We had an inspiring time working with the municipal teams, local NGO collaborators, Pokhara and Lekhanath Chamber of Commerce and Industries, UNICEF officials and, most significantly, child labourers, their employers and families. All of their sincere contributions and support have enabled us to develop this clear picture of child labour in both cities. Support from local media and civil society organizations were also immensely helpful. The political parties, despite of their ideological differences and political challenges, unanimously supported us. Other officials from local government agencies and district administration were essential for us to tackle local problems. Contribution made by Kidasha (Formerly CWS) through recounting and updating data with inclusion of missing child labor sector was immense help in this study.

Research in itself is not enough unless it is intertwined with follow-up interventions. This study is not just for scholarly discourse but is also a basis for interventions to change life in a progressive way. We would like to thank UNICEF Nepal and other local partners for helping the municipalities to carry on with further plans to intervene on child labour.

As usual, several limitations have affected our work and we would appreciate any feedback and support from readers of this report. We will take these responses as sincere concern on the common agenda of ending child labour in Nepal.

**Milan Dharel**

Team Leader September 2012



## ACRONYMS

CBS	Central Bureau of Statistics
CRC	Convention on The Rights of Child
CWISH	Children and Women in Social Service and Human Rights
CWS	Child Welfare Scheme
CWSN	Child Welfare Scheme Nepal
GOs	Government Organizations
ILO	International Labor Organization
LM	Lekhanath Municipality
NGO	Non Governmental Organization
NGOs	Non Governmental Organizations
PSM	Pokharam Sub Metropolitan City
UNCRC	United Nations Convention on the Rights of Child
UNICEF	United Nations Children Fund

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## Executive Summary

Child Labor is a global challenge in the field of human rights, global development and combating poverty. Child labor on the one hand shattered childhood, violates existing laws and rights of the children on the other hand reduce opportunities for youth and adult employment. Therefore, child labor creates a vicious cycle of poverty, discrimination and deprivation. Combating child labor is an international commitment by the governments of various countries and also by international organizations, civil society and United Nations. Nepal government is also committed to end child labor as expressed by the ratification of ILO convention 182, 138 and it's national plan of action for children and master plan to end child labor. The government of Nepal has also enacted specific law to prohibit and regulate child labor. Despite of the efforts by non-government and government agencies on combating child labor in past years, Nepal has been successful to reduce the number by 30 percent in past decade. The realization of need of intensive, comprehensive and collaborated action to combat and speed up the process of ending child labor, local governments together with various agencies are in foreground on combating child labor.

Pokhara Sub Metro and Lekhanath Municipal with the intention to implement strategic interventions for ending child labor practice have conducted this study to identify the current status of child labor in their area. The study was supported by UNICEF and jointly conducted by CWISH and Chamber of Commerce and Industries of Pokhara and Lekhanath. A follow up recount to include left and missed out group of child labor was conducted by Kidasha (formerly CWS). The study involved rapid survey, detailed interview, children's consultation and interview with key informant along with review of past studies.

The study has identified and interviewed 1,383 child labourers in Pokhara and 89 in Lekhnath. Furthermore, 961 employers and 119 parents having sent their children into child labour were interviewed in Pokhara, and 72 employers and 25 parents having sent their children into child labour in Lekhnath. Based on the recount conducted by Kidasha, it is estimated that the number of child laborers in Pokhara is in the range between 2,032 and 3,594 children.

The findings in the report are based on data from the initial survey. The study has found that 58 percent child laborers in Lekhanath and 41 percent in Pokhara are below the age of 14 years. The ratio of Boys and girls in these cities are found: in Lekhanath 54 percent Girls and 46 Percent Boys, which is 59 percent Boys and 41 percent Girls in Pokhara. 49 percent of child laborers in Lekhanath and 56 percent in Pokhara are found from Janajati communities whereas 24 percent from Lekhanath and 21 percent Pokhara child laborers represent Dalit communities and rest are from Bramhin Chhetri ethnic groups.

In both cities domestic work and hotel restaurant works are found the majority of child labor employed. In Pokhara Domestic Work occupies 44 percent, hotel have 18 percent, Garrages and workshops have 8 percent and transport sector have 8 percent of total child labor population. The situation is similar in Lekhanath with 54 percent in domestic work and 15 percent in hotels. 25 percent of child laborers in Pokahara and 31 percent in Lekhanath are supplied by nearby villages of Kaski districts and majorities are from other surrounding districts. 22 percent of child laborers in Pokhara and 33 percent in Lekhanath were taken into work by their own parents and 35 percent of Pokahara and 36 percent in Lekhanath were by their family members and relatives.

62 percent of child laborers from Pokhara and 69 percent from Lekhanath mentioned it is mainly income poverty that pushed them into child labor followed by 17 percent from Lekhanath and 14 percent from Pokhara mentioning in search of education. 76 percent child laborers in Pokhara and 80 percent in Lekhanath are found starting work before 6 a.m. in the morning 46 percent from Lekhanath and 71 percent Pokhara mentioned they can finish their work in between 6 to 8 p.m. in the evening. 51 percent child laborers from Pokhara and 47 percent from Lekhanath are working 6 to 8 hours in an average everyday. 54 percent child laborers in Pokhara and 44 percent in Lekhanath have mentioned various hazardous conditions at their workplace. 53 percent from Pokhara and 64 percent from Lekhanath child laborers have reported of faced abusive behaviors and violence at work place. 33 percent from Pokhara and 46 percent child laborers from Lekhanath have mentioned they have got health complaints after involvement into work.

33 percent of child laborers in Pokhara and 62 percent in Lekhanath have mentioned they have been provided educational opportunities at workplace, where 25 percent in Pokhara and 48 percent in Lekhanath mentioned are school enrolled. 34 percent of child laborers in Pokhara and 54 percent in Lekhanath are found unpaid. 20 percent child laborers in Pokhara is found getting salary less than one thousand rupees a month and 23 percent are found getting between one thousand to two thousand. The major sectors of child labor where child laborers are unpaid are found Domestic Work, Garages Workshop, Transport, Construction and Hotels.

46 percent child laborers in Pokhara and 48 percent in Lekhanath complained that they have no weekend leave facilities. Only 56 percent child laborers in Pokhara and all child laborers in Lekhanath mentioned they have access to health facilities. Among them, 68 percent of Pokhara and 65 percent in Lekhanath are provided health care expenses by employers. 65 percent child laborers in both cities complained that they have no one to share and complain their problems at workplace. Only 28 percent in Pokhara and 40 percent child laborers in Lekhanath expressed their interest to leave current employment. Child Laborers from Hotel, Domestic Work, Garages and Workshops and Transport sectors are found higher among others, in Lekhanath Agriculture sector child labor are found higher than others. Among under 14 years child laborers the number of reintegration interested child laborers are 33 percent in Pokhara and 46 percent in Lekhanath.

To have sustained reintegration in family among child laborers interested to be withdrawn from work in Pokhara, 56 percent have asked for Income Generation Support Progra, 16 percent for vocational training and 12 percent for educational support, at the same time 8 percent have asked for family counseling. In Lekhanath, each 39 percent asked for income generation support and educational support, followed by 11 percent family counseling and 6 percent vocational skill training.

Among child laborers mentioning not interested to be withdrawn, in Lekhanath 81 percent mentioned extreme financial poverty, 11 percent due to domestic violence and 4 percent due to urban life attraction. In Pokhara, 86 percent mentioned financial poverty, 4 percent domestic violence and 6 percent urban life attraction.

Regarding awareness on child rights, child labor and protection skill, among 1383 participants in Pokhara, 19 percent claimed informed on child rights, 25 percent claimed informed on below 14 years child labor is prohibited, 11 percent know about sexual abuse and another 11 percent claimed know self protection skill. In Lekhanath, child rights informed were 31 percent, provision of prohibition of

under 14 child labor is 43 percent, claiming knowing of sexual abuse is 21 percent and protection skill is 22 percent.

The study has also consulted with employers and parents in both cities. Among the interviewed parents, 119 in Pokhara and 25 in Lekhanath, the study has asked about the reason sending children into labor, earning, contact with child and also complaint made and facilities provided. Which supported the findings from children's interview such as income poverty as major reason, educational opportunities as another reason for sending children into child labor, having verbal contract with employer, paid significantly less salary than the minimum wage and heard of complaint by some parents from their working children. Parents are found significantly less aware on child rights, child labor legal provision and child protection skill related information.

According to interview with 961 employers in Pokhara and 72 in Lekhanath some findings have been identified in terms of recruitment process, contract and their perspectives towards child labor issues. In Pokhara, 29 percent employers mentioned they themselves have approached for taking child into employment and 16 percent took mediators' help, which is 15 percent for each in Lekhanath. 58 percent of interviewed employers in Lekhanath and 66 percent in Pokhara mentioned they know child rights; 74 percent from pokhara and 66 percent from Lekhanath claimed informed of legal provision on prohibition of employing less than 14 years child labor and 92 percent from Lekhanath and 86 percent from pokhara also supports this provision as positive provision. Yet, there are employers also employing children less than 14 years.

In overall the study has concluded that Pokhara has significantly high number of child laborers, which is quite less in Lekhanath. The child laborers in both cities are found working in hazardous conditions, some of them are found debt bondage, suffer psychological, sexual and physical as well as verbal abuse at workplace. Working hours are too long and violates the rule applied by government of Nepal which said child labor of 15-16 years are allowed to work only at day time between 6 a.m. to 6 p.m. only. The legal provision of prohibition of child labor under 14 years and hazardous child labor upto the age of 16 years is found violated by the employers being majority of them are aware on this provision. The common reason of financial poverty, educational opportunities and domestic violence are found in both cities. The number migrant child laborers are found higher than child laborer from same district.

Based on the findings, the study team along with consideration of feedback and recommendation provided stakeholders, child laborers themselves and other informants, recommend for effective and efficient enforcement of existing legal provision through training and coordinated mobilization of labor office, police and district child welfare board together with local NGOs. The study also recommends developing comprehensive and practically implementable strategic action plan with clear role division of stakeholders and implementation at local level in coordinated way by local government. It is also recommended to include response to rescue, reintegrate, improve situation and prevent child labor in child friendly local governance plan with adequate budget allocation. Simple awareness is not found effective to change behavior and social practices, thus, the study suggests developing and applying behavioral change communication campaign at local level with local initiatives. To promote coordination and achieve synergic effects on the interventions related to child labor, the study has recommended to form a working group or to develop child labor task force under CFLG coordination committee or DCWB at local level that coordinates, monitor the implementation and make public the progress made and challenges faced.

## Chapter I: Introduction

### **1. The Problem of Child Labor**

Child labor is a serious global challenge that the world community have committed to end by 2020 (The Hague Global Child Labour Conference, 2010) Child labor is a grave child rights violations preventing children from most of their fundamental rights and pushing them to more vulnerable situation. Child labor further creates a vicious spiral of poverty and constrained to meet the global poverty challenge.

International Labor Organization (ILO) estimation in 2008 is that globally 306 million children are involved in employment and 215 million are in child labor, out of these 115 million children in worst form of child labor (Diallo; Hagemann; Etienne; Gurbuzer; Mehran, 2010). Asia Pacific region accounts for the most child laborers e.g. 113.6 million, more than half of the world's child laborers' population. Despite of some success in past decade to reduce the scale of child labor and overall scale of hazardous forms of child labor, there is a concern on the increase of children of 15-17 years age on hazardous forms of child labor. The incidence ratio of hazardous forms of child labor in Asia Pacific is 5.6 percent of 5-17 years child population (Diallo; Hagemann; Etienne; Gurbuzer; Mehran, 2010)

As other South Asian and developing countries, Nepal has also trapped in problem of child labor and struggling for the end of child labor as expressed it's commitment at national and international level. Nepal has ratified convention on the rights of child, ILO convention 138 on minimum age for employment, ILO convention 182 on worst form of child labor and also has enacted national laws and policies to end child labor. The country with the population of 26.6 million having an annual growth rate of 1.4 percent (CBS, 2012) has 1.6 million children of age group 5-17 are involved in child labor (CBS, 2012). Among 34 percent of economically active child population between 5 and 14 years of age, the majority of child laborers are occupied in the agricultural and it's subsistent sector with 82.1 percent and remaining were found in services such as domestic, restaurants, transport and trades and only few are found in industrial sector (CBS, 2012). Nepal's Government has in its National Master Plan on Child Labour (2004-14) prioritized seven worst forms of child labour: these include children involved in domestic work, carpet weaving, mining, portering, and rag picking as well as those who are trafficked or in bonded labour. Although figures are becoming somewhat dated, the International Labour Organization (ILO) estimated that in 2001 some 127,000 children were involved in these worst forms of child labour. The NMP is currently being revised and expected to include other emerging sectors as priorities.

The National Labor Force Survey 2008 by the Central Bureau of Statistics has highlighted that the children's involvement in labor is also a consequence largely of factors related to poverty, exclusion, discrimination, illiteracy, dysfunctional families, the patriarchal system, and alcoholism. In addition, conflict and globalization processes were other broader processes that had increased the flow of children into labour in urban areas of Nepal.

Child labor is a serious violation of child rights, a major cause for sustained poverty and also contributors of youth/adult unemployment and violation of labor standards. Children involved in labor are quite often victim of abusive behaviors, violence, sexual abuse and harassments, dragged into wrong practices such as drugs, addiction and smoking. They are mostly deprived of educational opportunities. They are separated from family and living without parental care. At the same time children are less paid, trafficked and also found in slavery conditions. Besides that due to the children's involvement in labor force adults are deprived of employment opportunities, decent labor relation.

## ***2. Child Labor and Nepalese Legal Standards***

Child Labor has been legally prohibited in Nepal with application of various local legal standards. Nepal is also a signing state party to various national and international instruments protecting rights of children and also about labor standards.

As national legal standards the Interim Constitution of Nepal 2063 under the fundamental rights section has defined rights of children and mentioned every child has right to be protected from involvement in any hazardous forms of labor including street and other sectors. Nepal has also enacted children's welfare act 2048 and it's by law 2052 and child labor prohibition and regulation act 2056 and it's bylaw 2061. Both of these laws has strictly prohibited for employing children less than 14 years in any institution and labor sector. The child labor act has also restricted not employ children less than 16 years of age in hazardous forms of labor that are listed in annex of the act. For the eligible children (14-15 years) to be involved in general forms of child labor should not be made working more than 3 hours continuously, 6 hours a day, 36 hours a week and before 6 a.m. and after 6 p.m.

Nepal is also bound by international legal standards as it is a state party to the Convention on the Rights of Child, Both Optional Protocols to the CRC, ILO Forced Labour Convention (No. 29), ILO Convention on Abolition of Forced Labour (No. 105), ILO Minimum Age Convention (No. 138) and ILO Worst Forms of Child Labour Convention (No. 182). All these international standards has obliged Nepal to stand against child labor and to make efforts for freeing children from child labor and providing them their childhood with ensuring fundamental rights.



### **3. Introduction of the Study**

The study is a descriptive study on the situation of child labor in two municipalities of Nepal. Pokhara sub metro and Lekhnath Municipals are two major urban area lies in western hill of Nepal. The study is descriptive study that has identified various forms of child labor in the study site along with their identified numbers and also has explored their working conditions, living conditions, causes of being child labor and also future perspectives of children. The study has also explored the level of knowledge among parents, child workers and employers.

The study is a joint study carried out under the guidance of both municipals and UNICEF Nepal office that is conducted together by CWISH and the Pokhara and Lekhnath Chambers of Commerce and Industries.

### **4. Objectives of the Study**

The overall aim of the study is to inform and guide child labour project planning and implementation and provide the basis by which change can be monitored and evaluated by different stakeholders. The specific objective of the study is as follows:

- Obtain disaggregated data on the following subjects:
  - i) Number and situation of identified children involved in child labour, especially the worst forms of child labour, in targeted areas from the perspectives of gender, age, caste/ethnicity, geographic origin (to document the mobility of children), type of exploitation, household vulnerability and educational status;
  - ii) Best practices, challenges and lessons learned from existing anti-child labour initiatives;
  - iii) Societal attitudes, practices and behaviours regarding child labour, from the perspectives of children, parents, employers and the larger community.
- Map the organizations/institutions working for children involved in child labour, especially the worst forms of child labour, and assess their capacity.
- Map the main geographic origins of children who are currently involved in child labour to get a better understanding of the patterns of migration and mobility.
- Use the generated information and data to improve decision-making around project objectives, priorities, methodologies and allocation of resources.
- Establish benchmark data against which the impact of the project will be measured.

### **5. Introduction of Study Site**

The study has been carried out in Pokhara Sub metropolitan city and Lekhnath Municipality of Kaski District in Western hill part of Nepal.

### **Pokhara Sub metropolitan City**

Pokhara is an well known and major urban touristic town in western region of Nepal having a geographical size of 55.66 square kilometer Pokhara is estimated with a density of population 255,465 in 68236 households (CBS, 21012) residing in 20 thousand plus houses in municipality. Due to the lakes and rivers and fishtail mountain and also a major base camp for various hill trekking routes, Pokhara has a flourishing tourism business. Administratively Pokhara has been divided in 18 wards that is served by the policy endorsed by Municipal council through it's various departments including social welfare department.

Pokhara is also affected by urban social problems including child labor. The Rapid Assessment on Domestic Child Labor by ILO office in Nepal in 2001 has estimated 1357 child domestic workers. Another study conducted by Kidasha (formerly known as CWS) in 2005 has estimated that the number of street involved children is between 244 to 423 (CWS, 2005). Other numbers of observation, assessments and articles have mentioned that Pokhara have a high number of child labor in different sectors and majority of the child labor sectors are: Child Domestic Labor, Rag Pickers, Hotel and Restaurants, Porters, Street Vendors, Sand Mines and Other informal sectors.

### **Lekhnath Municipality**

Lekhnath Municipality is neighboring municipal of Pokahara and one of younger city. According to the Popolation Census Report of village and municipals (2012) by the Central Bureau of Statistics, the municipal has 14937 households and 58816 populations in it's 15 wards. The municipality is also serving it's people through various section under the governance of municipal council. The main responsible section for social actions in Lekhnath Municipal is Community Development Section. Lekhnath is widely known as the Garden City of Seven Lakes.

Lekhnath is another growing city in Nepal having child labor problem, however the number of child labor is not as high as in Pokahara. The ILO rapid assessment on domestic child labor has estimated 413 child domestic workers in this city in 2001.

## **Chapter II: Methodologies**

### **1. Research Design**

The research is a descriptive action oriented research specially designed to identify the current status of child labor in the area including perspectives of employers and child labor sending families. As the study has aimed to provide recommendation for stakeholders to act on for ending child labor problem in study area, this study also can be considered as advocacy research. Therefore, the involvement of local government and other relevant local agencies is ensured so that they are equal partners in the research process and will own the process and hence likely to continue to address the research findings. The study provides a baseline based on which local stakeholders can develop clear targets and strategic plans of action for the elimination of child labour in Pokhara and Lekhnath.

### **2. Sampling Methods**

The study has applied convenient census methods for including all households and employers accessible and found at the home during the research fieldwork. Yet, in first lot of study, there was chances of few households are left and slum area children were not adequately included, Furthermore, Street Involved children, Seasonal child laborers and children in entertainment industries were not included.

A recount was therefore made by Kidasha in five wards (Ward no. 2, 9, 15 and 17) as major child labor concentration area to be recounted and also included eight urban poor locations to include child laborers from slum settlements. This recounting also included child laborers working as seasonal child labor and children in entertainment industries and street involved children in coordination with organization active in this field. In second recount it has been also included through random sampling process. Therefore, the sampling applied in this research has tried it's best to cover all households and samples in the research site.

### **3. Research Process**

The research process includes very much participatory exercise and planning from the very beginning of the research.

#### **3.1 Preparation Meeting and Visit:**

A leading team of CWISH visited Pokhara and Lekhnath Municipalities for developing consensus and planning survey activities during 27- 29 of June 2010. During the period, the team visited the Pokhara Sub Metro office, Lekhnath Municipal office and consulted together with them about the objectives, process, resource mobilization and stakeholders' support for

the study. In the meeting representatives from chamber of commerce and industries and local child protection committees were also presented and provided their feedback.

The preparatory meetings suggested to form a local research coordination committee involving larger group of stakeholders, formation of a working group, rescue committee, public campaigning, selection of enumerators from local community, providing training and survey process.

### **3.2 Formation of Research Coordination Committee:**

A research Coordination Committee was formed in Pokhara Sub Metropolitan city and Lekhnath Municipality. There are 23 members (12-M,11-F) in Pokhara and 11 Members (8-M, 3-F) in Lekhnath. The research Coordination committee represents Municipal, Nepal Police, Local NGOs and CBOs, Child Right Officer, Women Development Officer, Community Police, Women group, Child Club Members, Chamber of Commerce, bar association and others.

The main responsibility of the research coordination committee is to ensure that field work of the research are going on track as per plan, the agencies are cooperating as required and to provide policy support for the research team in case of any legal complications. The research coordination committee was also responsible to create a supportive environment and provide local help for enumerators to access households, industries and trades for the purpose of study. Further under the guidance and supervision of local research coordination committee a three members team for each municipal that has representative from CWISH, Municipal and Chamber of Commerce and Industries is designated to conduct practical activities of research action. The three members team was mainly responsible to implement the decision made by Research Coordination committee and frequently update team members about progress.

### **3.3 Child Labor Mapping:**

One day local stakeholders consultation meeting was held at the beginning of the survey in Lekhnath (7<sup>th</sup> July, 2010) and Pokhara (8<sup>th</sup> July, 2010). Main Objective of this consultation was to map out the concentration areas of different child labor sector, specific problems, issues of different forms of child labor identifying existing local interventions and lessons learnt.

During the consultation people representing Chamber of Commerce, NGOs, CBOs, Nepal Police, District Child Rights Officer, Women's Group, Child Club Member, Hotel association, transport association, Community Police, media and many others. In the child labor mapping program 37(21-M 16-F) people have participated in Pokhara and 28 in Lekhnath (16-M, 12-F).

### **3.4 Research Coordination Committee Follow Up Meeting:**

A follow up meeting of research coordination committee took place at both Pokhara (14<sup>th</sup> July, 2010) and Lekhnath (16<sup>th</sup> July, 2010). The main objective of meeting was to discuss on

questionnaire, Selection of enumerators and their remuneration and formation of Rescue Committee to facilitate the rescue and rehabilitation of child labourers found in emergency needs. Similarly, another meeting was conducted on 20<sup>th</sup> July, 2010 at Pokhara to review the progress.

### **3.5 Selection of Enumerators and Supervisors:**

The research coordination team representative along with working team has selected enumerators and supervisors in both Municipalities. The criteria of selection for Survey enumerators were Minimum S.L.C. passed trained or working experience on Child Right and Child Labor Issues. Whereas for Supervisor, in Lekhnath Ward Council Chairpersons are selected as supervisor and in Pokhara Child Protection Committee Member, Supervisors of NGOs and Official of Municipality were selected. Besides that both Supervisors and enumerators are from same community where they will collect data. The reason behind selecting local enumerators and supervisors to have ownership of issues as well as it will be easy for them to collect information. The total number of enumerators at Pokhara is 66 (6-M, 60-F) and 46 (7-M, 39-F) in Lekhnath. Similarly, 6 Supervisors all male in Lekhnath and (2-M, 4-F) and 4 all male at Lekhnath and 5 (3-M, 2-F) at Pokhara especial enumerators for Key Informant Interview has been selected. The enumerators and supervisor were with very strong knowledge on child labor as most of them had already worked and some of them were involved in anti child labor project run by Pokhara Chamber of Commerce and Industries.

### **3.6 Questionnaire Development and Printing:**

Based on the child labor mapping consultation, previous literatures, discussion with other working NGOs and stakeholders' four different questionnaire sets were developed, field-tested and produced for survey purpose. The Rapid Survey Form just to identify the household/institution sending or employing child labor, Child Worker's Interview Form, Parent's Interview Form and Employer's Interview Form in different colored papers so that it could be marked easily. Besides this In Depth Interview Guide Questions and Key Informants Interview Guide Questions are also developed and sent to the field.

### **3.7 Training for enumerators and Supervisor:**

Three One day orientation programs for enumerators and supervisors were conducted on thematic issue, research ethical issues, data collection and coding at both Municipalities (Pokhara- 17<sup>th</sup> and 18<sup>th</sup> August, 2010 Lekhanth-16<sup>th</sup> August, 2010). Child Labor and Child Rights Expert, Researchers and Statistician trained the participants during the training.

#### **4. Data Collection Methods and Tools**

The data was collected mainly from primary sources. The major methodologies were applied for the primary data collection was Rapid Survey, Detailed Interview, Children's Consultation, Key Informants Interview and Literature Review.

**Literature Review** was conducted to find out the global and national scenario on child labor, previous study findings on the study site about child labor, the population status and other social indicators of the study site. Literature review was also conducted to have more specific and reliable definition of child labor, identifying legal and policy standards.

**Rapid Survey** was conducted to identify institution/family sending children for labor purpose and or employing children for labor purpose. During rapid Survey all the houses and institution in Pokhara and Lekhnath was visited and interviewed by the enumerators. The enumerators could visit 20759 houses/institutions in Pokhara Sub Metro and 9744 in Lekhnath Municipality. Still as the enumerators and supervisors mentioned that there were few houses and the informant to be interviewed could not approach institutions due to unavailability of members or unwillingness of the participants. With Rapid survey at first study, it is identified of 1428 child laborers, 1031 employers and 119 families sending child labor in Pokhara sub metro area. While in Lekhnath the survey could reach to 89 Child Workers, 72 Employers and 25 Parents. After recount, and inclusion of left and missing area of child laborers in first instance of study, it is found that the number of child laborers in Pokhara can go upto 3594 and at least 2032.

**Detailed Interview:** Identified child laborers, employers and parents sending child labor were interviewed with detailed questionnaire, which is termed here as **Detailed Interview** for this study. In Detailed interview 1383 child laborers, 961 employers, 119 families in Pokhara participated and in Lekhnath all those who have reached responded to the survey. During the detailed interview with the application of a structured questionnaire, enumerators collected information on demographic profile, educational status, working condition, living conditions reasons and process of entering into child labor and also their level of knowledge and future perception.

**Children's Consultation** was another method applied in this study to identify child laborers perspective on their working and living conditions and their recommendations for interventions. Children's consultation was carried out With an objective to identify the perceptions of children about their work, Problems faced by them, potentials future recommendations for eliminating child labor a children consultation was held in Pokhara and Lekhnath (3<sup>rd</sup> and 4<sup>th</sup> in Pokhara

whereas 5<sup>th</sup> of September 2010 in Lekhnath). The number of participants on Pokhara was 56 and 34 in Lekhnath. During consultation child friendly tools and techniques were applied. Child friendly Tools were applied during the consultation by a trained and experienced facilitator.

**Key Informants Interview** was another method applied with guide questions to identify the existing interventions and their gaps, to triangulate the findings of study and also assess the general perception of key stakeholders on the field of child labor in study site. 12 interviews were carried out and the responses were analyzed based on the key research questions. Key informants were mainly personnel working on the field of child labor and child rights in capacity of state officials, journalists, NGO workers in government and non-government agencies.

**Post Study Recount:** Following consultation with stakeholders on the study findings, a post recount study was carried out in April 2011, to verify the estimation and also include left out child laborers. The post study recount was carried out with a small number of samples in eight slum area and five wards of Pokhara City by Kidasha (Formerly known as CWS). The recount covered a number of key slum areas in Pokhara municipality. These include, Hanuman Tole, Bus Park, Ganatantrik Tole, Shantiban, Shiva Tole, Rato Pairo, Suvakamana Tole, and Nayabazaar of Pokhara.

The following table shows the methods applied and the range of it's coverage in the study site:

Study Area	Houses/ Institutions visited by Enumerators	Estimated Number of Child Laborers	Interviewed Child Laborers	Interviewed Parents	Employers Interviewed	Child Laborers Consultation workshops	Key Informant Interviews
Pokhara	20,759	2,032-3,594	1,383	119	961	54	12
Lekhnath	9,744	89	89	25	72	36	
<b>Total</b>	<b>30503</b>	<b>3683</b>	<b>1472</b>	<b>144</b>	<b>1033</b>	<b>90</b>	<b>12</b>

### **5. Ethical Aspects of Interviewing Children**

The study has applied child protection policy, do no harm policy, neutrality, privacy of data, non-threatening approach as ethical standards for this study. All the enumerators and supervisors were trained and oriented on interviewing child laborers, understanding their

sensitiveness and also maintaining their privacy. A Rescue Committee was formed under the coordination committee so that in case of any harm happen or threat increased to child laborers due to their participation in research interview, the child can be appropriately reached and supported with required rescue and legal interventions. However, during the study no child made complaint that his/her situation is worsened; risk has increased and faced other harms. Yet, one employer was prosecuted and ordered to come municipal office and clarify for his misbehavior with enumerators and obstacle research.

## **6. Scope and Limitation of the Study**

The study is limited within Pokhara Sub Metro and Lekhnath Municipal, thus the scope of the study is limited to the area only. Within the study site as well the study team has approached and interviewed those families and members of households who were available during the survey time. Therefore in an assessment of deviation, it has been identified that a number of households/families might have been left or missed out from approaching and interview by the research team. As all the researches are limited with certain frameworks and guiding standards, the study also has a limited scope, which should be considered during the reference of the findings of this study. Following are the scope and limitation of the study:

- The study geographical coverage is limited within Pokhara and Lekhnath city, other neighboring area or VDCs though may have child labor is not considered by the study.
- Child Labor is defined by the operational definition of this study, so other areas of deprivation of children and other categorization may not fit here,
- The findings are limited to the information provided by the respondents during the period and context of interview carried out.
- The findings are limited within the survey days, so there could be some changes before and after that.
- As the study at first instance has not included Entertainment, Seasonal Child Laborers and Street, the information mentioned in this report are based on secondary data regarding these sectors. Furthermore, a recount was made to include those sectors
- Due to the working days and working hours and also non-cooperation from house/institution owners some houses/institution might have missed out from interview.
- Enumerators worked from 10am to 5pm for the majority of the survey which meant that child labourers working in early or later hours or attending school may have been missed;
- A campaign of public awareness about the survey and child labour before the survey may have resulted in social desirability bias from employer respondents;



- The survey was conducted by staff of organisations working in the field of child labour which may have resulted in reduced objectivity;
- Questionnaire was not anonymous as it collected information on house numbers and phone numbers of employers

## **8. Operational Definition**

**Child:** Any Individual of the age of below 18 years

**Child Labor:** Child labor has been defined in various ways by various agencies based on age, education and effects of the work. For the purpose of this study Child labour is defined as any child's employment in the labour market under the minimum legal age (14 years) or the legal working age for hazardous forms of child labour according to the international standard i.e. 18 years and/or their prevention of access to education as a result of their involvement in labour. Children thus employed are considered child labourers.

**Employers:** Person employing children with or without paying for their household work, trade or industries.

**Worst form of Child Labor:** The study has accepted the definition of worst form of child labor as Defined by ILO Convention 182, which has laid down four main components on defining worst form of child labor. They are as follows: (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 labour, 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.

**Household:** A family living in a same building using same kitchen.

**Institution:** Any set up established for trade or production

**Interventions:** Initiatives ran by NGOs , GOs and Communities against Child Labor

**Guiding Policies:** National Master Plan on Child Labor, national Plan of action for Children Three Years Plan Approach Paper and Child Friendly Local Governance Guidelines

**Guiding Laws:** Interim Constitution, UNCRC, ILO Convention 138 and 182, Children's act 2048, Child labor Prohibition and Regulation Act 2056.

**Child Laborers Definition of Child Labor**

- *Those children who works in others' house and do not get reasonable wage*
- *Children's work at own house but excess of his/her capacity*
- *Those children who do not go to school but to work*
- *Person under the age of 16 and working beyond his/her capacity*

- **Child laborers' Consultation**

## Chapter III: Findings

### 1. Estimation of Child Labourers

Child labor is one of the most serious problems in Pokhara and Lekhanath as accepted by the key informants. A large number of children are involved in different sectors as child laborers. In this area the number of new entrants on child labor is increasing day by day. The situation of child laborers is worrying and considerably unacceptable in the sense that a large number of children are involved in worst forms of labor like, sand mines, different kind of industries including grill industries, and construction sector as accepted by most of the key informants in the study. Again there is varied information on the number of child laborers and the explanation of their situation. Most of the study could be found on sectorial basis explaining child labor sector specific and even those are found long back conducted.

According to NGOs working in child rights sector Baglung Bus Park, Srijana Chowk, Prthivi Chowk, Hospital Chowk, Nadipur, Bagar, Buddha Chowk were the main areas where the child laborers could be found in remarkable number. The neighboring districts are the main sources of child laborer in Pokhara. Some of the major districts supplying child labor into the cities are Parbat, Guncha, Dhading, Gorkha and other nearby districts.

The study has identified that children are involved in various fourteen sectors of employment in Pokhara and nine different sectors in Lekhnath. The study estimated that the number of child laborers at one time in Pokhara is between 2032 and 3594 children. This includes an estimation of child laborers in Domestic Work, Hotels, Restaurants, workshops etc. (1438-2821), Street Involved Children (244-423), Seasonal Child Workers (200) and number of children from adult entertainment industries accessing services by a NGO in a period of 6 months was 150. The estimation is based on the initial survey where a total of 1383 child labourers in Pokhara were identified and interviewed and the recount done in selected areas, which together provide an estimated range of the total number of child labourers.

If not mentioned otherwise, the data is provided on the basis of the 1,383/89 child labourers identified in Pokhara and Lekhnath in the initial survey.

Similarly the study has identified 89 child laborers in Domestic Work, Transport, Construction, Hotels Agriculture, Garages and Workshops in Lekhnath municipality area.

#### **Child Laborers are in:**

*Street, Hotels and Restaurants, Transportation, Domestic help, Factories, Garages and Workshops, Furniture industries, Fishing, Boating, Agriculture, Shops, Porter, Construction, Hardware shops, Sand Mines and Brick factory.*

- *Children's Consultation*

In Pokhara sub metro Ward number Four, Eight, Nine, Ten and Seventeen are found with high child labor concentration having 124, 107, 261, 124 and 128 child laborers respectively. In Lekhnath Ward Number Three, Eight, Eleven and Twelve have high number of child laborers than other wards.

<b>Table 1: Child Labor in Different Sectors as per the initial survey</b>						
<b>Child Labor Sector</b>	<b>Boys</b>	<b>Percent</b>	<b>Girls</b>	<b>Percent</b>	<b>Total</b>	<b>Percent</b>
<b>Pokhara Sub Metro</b>						
Domestic Work	213	35.03	395	64.97	<b>608</b>	<b>40.9</b>
Transport	41	95.35	2	4.65	<b>43</b>	<b>2.9</b>
Construction	83	77.57	24	22.43	<b>107</b>	<b>7.2</b>
Hotels	162	65.06	87	34.94	<b>249</b>	<b>16.7</b>
Agriculture	13	48.15	14	51.85	<b>27</b>	<b>1.8</b>
Garages/ Workshops	106	97.25	3	2.75	<b>109</b>	<b>7.3</b>
Sand Mines	25	69.44	11	30.56	<b>36</b>	<b>2.4</b>
Porters	18	75.00	6	25.00	<b>24</b>	<b>1.6</b>
Others	157	87.22	23	12.78	<b>180</b>	<b>11.1</b>
<b>Total</b>	<b>818</b>	<b>59.15</b>	<b>565</b>	<b>40.85</b>	<b>1383</b>	<b>100.00</b>
<b>Lekhnath Municipal</b>						
	<b>Boys</b>	<b>Percent</b>	<b>Girls</b>	<b>Percent</b>	<b>Total</b>	<b>Percent</b>
Domestic Work	14	26.92	38	73.08	<b>52</b>	<b>58.43</b>
Construction	6	85.71	1	14.29	<b>7</b>	<b>7.87</b>
Hotels	8	61.54	5	38.46	<b>13</b>	<b>14.61</b>
Others	13	76.47	4	23.53	<b>17</b>	<b>19.10</b>
<b>Total</b>	<b>41</b>	<b>46.07</b>	<b>48</b>	<b>53.93</b>	<b>89</b>	<b>100.00</b>

According to Sex in Pokhara the numbers of boys are found higher (59.15%) than girls (40.85%) while in Lekhnath girls are found higher (53.93%) than boys (46.07%). in both municipals Domestic Workers Children occupies the majority of the number (Pokhara-40.9%) and in Lekhnath (58.43%), followed by Hotels and Construction.

According to the Age group 41.14 percent child laborers in Pokhara were found below the age of 14 years and in Lekhnath 58.43 percent were below 14 years. In Lekhnath almost 9 percent child laborers are found even less than 10 years of age, which was 5 percent in Pokhara. Children of 6 years old were also identified working at hotels and domestic work. Employing a child less than 14 years is completely prohibited by law.

<b>Child Labor sector</b>	<b>Below 14 Years</b>	<b>Percent</b>	<b>14 to 17 Years</b>	<b>Percent</b>	<b>Total</b>	<b>Percent</b>
Domestic Work	303	49.84	305	50.16	<b>608</b>	<b>43.96</b>
Transport	12	27.91	31	72.09	<b>43</b>	<b>3.11</b>
Construction	35	32.71	72	67.29	<b>107</b>	<b>7.74</b>
Hotels	97	38.96	152	61.04	<b>249</b>	<b>18.00</b>
Agriculture	5	18.52	22	81.48	<b>27</b>	<b>1.95</b>
Garrages/ Workshops	37	33.94	72	66.06	<b>109</b>	<b>7.88</b>
Sand Mines	11	30.56	25	69.44	<b>36</b>	<b>2.60</b>
Porters	9	37.50	15	62.50	<b>24</b>	<b>1.74</b>
Others	60	33.33	120	66.67	<b>180</b>	<b>13.02</b>
<b>Total</b>	<b>569</b>	<b>41.14</b>	<b>814</b>	<b>58.86</b>	<b>1383</b>	<b>100.00</b>
<b>Lekhnath Municipal</b>	<b>Below 14 Years</b>	<b>Percent</b>	<b>15 to 18 Years</b>	<b>Percent</b>	<b>Total</b>	<b>Percent</b>
Domestic Work	33	63.46	19	36.54	<b>52</b>	<b>58.43</b>
Construction	6	85.71	1	14.29	<b>7</b>	<b>7.87</b>
Hotels	5	38.46	8	61.54	<b>13</b>	<b>14.61</b>
Others	8	47.06	9	52.94	<b>17</b>	<b>19.10</b>
<b>Total</b>	<b>52</b>	<b>58.43</b>	<b>37</b>	<b>41.57</b>	<b>89</b>	<b>100.00</b>

Ethnicity wise, in Pokhara 56 percent of children of Janajati followed by 21 percent Dalit children are involved in the child labour compared to 10 percent of Brahmin and 13 percent of chhetri caste group. In case of Lekhnath 44 respondents out of 89 (50 percent) of child labourers comes from Janajati followed by 24 percent from Dalit and 18 percent Brahmin and 9 percent from chhetri communities.

Considering the living status of the child laborers almost half of them are found living with employers almost 46 percent in Pokhara and 54 percent in Lekhnath are living with employers. Only 13 percent in Pokhara and 11 percent in Lekhnath are living with their parents, while 12 percent in Pokhara and 17 percent in Lekhnath are living with their relatives.

Out of the 1383 working children interviewed in Pokhara 968 (70

*Purna Pariyar (Renamed) was shoveling sand into the truck on a cold morning. At 15, Purna wakes up at 5.30 in the morning, gets ready, informs his mother of his leaving and gets going for work with an enviable enthusiasm. He lives in a small hut with his mother, three sisters and 2 brothers. His father, who used to work as a tailor, had died long back and his mother also works as a daily wage laborer.*

*He earns about Rs. 3000 a month and supports his family through this income. His front tooth had been broken as a stone had hit him while he was working.*

percent) children reported that both their parents live at home. Only 15 respondents reported that their mother migrated for work. 53 respondents (4%) reported that their father migrated/ is out of home for work. Similarly 44 and 38 respondents reported that their father and mother left them respectively. 12 respondents reported that both father and mother have abandoned them. 150 respondents (11 percent) reported that they lost their father, followed by 54 have lost their mother (4 percent). In addition 49 working children (3.54 percent) reported that both parents have died. All together 19 percent of children who are working are found lost one or both of their parents.

47 percent child laborers in Lekhnath and 23 percent in Pokhara have dropped in from various villages and poor communities within Kaski districts. Other top five districts supplying child laborers to Pokhara and Lekhnath are Chitawan, Dhading, Gorkha, Syangja and Tanahun. Some 7 percent in Pokhara and 8 percent in Lekhnath are also from Bihar state of India.

## **2. Child Labor Sending Families**

It has been quite clear that the poor urban communities in Pokhara and Lekhnath and other rural area of Kaski district has been contributing 23 percent of child labor population indicating that almost 700 families within the district are supplying child labor. The study could reach and interviewed 119 families inside Pokhara Sub Metro and 25 families inside Lekhnath Municipality identified as child labor sending families in various part of the town and even to other cities.

Among the child labor sending families in Pokhara 48 percent were from Dalit Communities, 35 percent were from Janajati, 10 percent were from Chhetri and 7 percent were from Bramhin communities. 47 percent of these families were residing in slum area, followed by 39 percent in rented homes and only 14 percent do possess their own houses.

In Lekhnath Municipal 52 percent families were from Dalit, 32 percent were Janajati, 12 percent were Chhetri and only 4 percent were from Bramhin Communities. Regarding residential status, 72 percent resides in slum, 12 percent in rented facilities and 16 percent possess their own home and land.

Regarding the main income source of the families, almost all of the families interviewed mentioned it's mainly

*Pimlal Bishwakarma has a family of six including wife, three daughters and a son. Although agriculture is the main source of their income, they only have 3 katthas of land. When he has free time from agriculture, he also works in the iron industry. Due to poor economic condition he could not afford to pay for the education of his son who was in class 8 at that time and now the son works in a grill industry.*

*Pimlal's son works there for 10 hours every day and earns Rs 3000 per month. Both father and son have been supporting the family through their incomes.*

agriculture and daily wage work. While asking to the child laborers in Pokhara regarding the main income sources of their family, 46 percent mentioned agriculture, 27 percent mentioned daily wage labor, 5 percent have some small business and almost 3 percent are dependent in abroad employment. As informed by child laborers of Lekhnath 37 percent have main income source from Agriculture, 33 percent are daily-wage workers, some 8 percent have small business and 5 percent have abroad employment.

The interviews with child labor sending family suggested that it is the Sand Mines (25 percent) followed by construction (19 percent) and domestic work (16 percent) are the sectors that parents of Pokhara have sent their children. In Lekhnath it is the construction sector, which is attracting the highest percent of children (52 percent) followed by porters (16 percent), Domestic work (12 percent) and Hotels (8 percent). The remaining 12 percent are in mines and other sectors.

### **3. Employers of Child Laborers**

In this study 961 employers from Pokhara and 72 employers from Lekhnath have been approached and interviewed.

In Pokhara, majority of the employers represent the Janajati community (47 percent) followed

*My name is Ram Prasad and I am 59 years old. I have two sons and 3 daughters. All 3 of my daughters and one son are married and they live with their own families. My youngest son is at home with me but he is also trying to go abroad. His wife teaches in a Primary School and thus is not at home. My eldest son works with a NGO and lives with his family. As there is no one at home, I have kept Raj Kumar Chaudhary for helping us at household chores. Raj Kumar is 15 years old and because his family was in dire poverty and even faced challenges to make ends meet, I employed him for Rs 13,000 per year. I give him food, shelter and clothing and some leave during festivals. He goes to sell vegetables in the morning and comes home having breakfast with the same money. During the day he goes out to craze the four oxen we have. In free time he plays carom or other games with his friends or takes rest.*

by 28 percent representing Brahmin and 15 percent Chetri and 6 percent belong to Dalit. The evidence suggest that the highest number of Child labour come from Janajati community and at the same time employed by the janajati employers. The pokhara is also represented by higher number of Janajati communities. So it is not always the caste hierarchy that determines the hiring decisions of the child labour but there other factors like ownership of economic opportunities and power.

Considering the occupation of employers, It is the business people represents the highest number of

employers (51 percent) followed by government employers and peasants (7 percent each).

Ironically 3 percent of social workers are also employed child laborers. However 273 employers just did not want mention their occupation, it is found that the employers in this group have various occupational background such as Teachers, political leaders, health workers, contractors etc.

In case of Lekhnath among 72 employers, 36 percent were from Bramhin communities, 33 percent were from Janajati, 24 percent were from Chhetri and 7 percent were from Dalit communities. Considering their occupational status, 62 percent were from business communities, 7 percent were government employee, 6 percent were social workers, 4 percent were peasants. Besides these Teachers and contractors were also found employing child labors.

64 percent in Lekhnath and 47 percent in Pokhara, employers are permanent residents, while others are temporary residents living in rented facilities.

#### **4. Involvement in Child Labor: Reasons and Process**

Child Laborers in Pokhara are found coming from other 55 different districts in addition to the rural area of Kaski Districts and also slum/poverty affected area of Pokhara sub metro. Similarly in Lekhnath too child laborers are found from other 13 districts. Children are found in child labor pushed by various factors and supported by various actors through some specific channels.

Regarding the pushing factors for children into child labor 62 percent in Pokhara and 68 percent in Lekhnath mentioned it is mainly financial poverty.

Besides this search for educational opportunities was also there for 14 percent in Pokhara and 17 percent in Lekhnath, urban life attraction is for 8 percent in Lekhnath and 7 percent in Pokhara and also 4 percent in Pokhara and

Reasons	Pokhara		Lekhnath	
	Count	Percent	Count	Percent
Financial Poverty	858	62.04	61	68.54
In Search of Education	194	14.03	15	16.85
Domestic Violence	49	3.54	4	4.49
Urban Life Attraction	90	6.51	7	7.87
Armed Conflict	23	1.66	0	0.00
Others	42	3.04	1	1.12
Not Mentioned	127	9.18	1	1.12
<b>Total</b>	<b>1383</b>	<b>100.00</b>	<b>89</b>	<b>100.00</b>

Lekhnath mentioned domestic violence. In Pokhara 90 children mentioned due to the affect of armed conflict they have joined the workplace. Parents also have similar view regarding the causes for employing their children though there are some minor up and down in figures saying such causes.



The most common reason for child labor is found income poverty. Due to the income poverty, the family cannot fulfill the basic needs of the children, so in order to find a better life they run away from home and start working. In some cases it was found that the parents themselves sent their children to work in the house of elites of that place for the survival of the family. They believe that if their children work then to some extent they can be relieved from their financial burden and fulfill their other needs as well.

Lack of awareness among parents was identified as another main reason for child labor. Parents were unaware of the consequences the children faced after they were sent to labor. The ill treatment and hatred from parents also forced the children to run away from their home and ultimately get into the labor for the survival. Domestic violence is another crucial pushing factor to child labor. The fight between father and mother pressurizes the children to the extent that s/he leaves the house in search of peace and happiness and ultimately ends up as a child laborer.

Some of the children were found coming town because of their friends. Their friends allure them by saying that they can live a free life, without interference of anyone and also that they can easily earn money for fulfilling their desires.

Even the employers are happy to take the child as a laborer. They also do not hesitate to use the children of their relatives hiring them as a laborer. It is because, the children can be forced to work as long as the employers want and they will never oppose to the exploitation. Another attraction for the employers is that at the least cost, they can use the children to the fullest to serve their purpose, which they cannot do against the adults.

The failure of government to develop proper child protection mechanism was found to be another cause of child laborers. One of informants mentioned that the state was unable to take the responsibility of the children who are poor and deprived of basic needs. Therefore, they are forced to be a laborer. Many of the participants accepted that the child issue is not among the top priority of the state.

**Number of factors leads us to child labour**

*Income poverty, Death of parents, Parents going to abroad job, Quarrel within family, Urban attraction, False luring by employer, Not enough educational provisions in remote villages, Lack of enough care and love from parents and family, Hate from society, Parents not giving good direction, Migration to City Area, Lack of awareness, Bad suggestions from friends, parents work hard for daily living, so children feel a moral duty to help them in work, parents taking their children to work place, Harsh punishment at schools and due to large family size.*

- Children's Consultation

Other reasons pushing children into child labor identified includes armed conflict, migration and natural disasters that separated the children from their family and forced them to be workers in different sectors.

### **Educational Attainment of Child Laborers Before Entering into Work**

Among 1383 child laborers interviewed in Pokhara 70 percent child laborers reported that they are school dropped out and are literate, only 15 percent mentioned they are illiterate and have never been to school before joining employment. Similarly in Lekhnath 78 percent are found literate, school dropped out and only 22 percent children were illiterate before entering into work.

Among these child workers in Lekhnath 48 percent were found attended formal school education and 13 percent had attended Non formal education programs, whereas in Pokhara 24 percent were found attended formal school, 9 percent in non formal education and 5 child workers were also found attended vocational skill training before they joined child labor.

Children's involvement into labor starts with getting dropped out from school. 28 percent of child laborers in Pokhara and 13 percent of Pokhara have dropped out from school due to financial reasons, 16 percent child laborers from Pokhara another 16 percent from Lekhnath mentioned it was lack of their own interest on current school education made them leaving schools and 19

Reasons	Pokhara		Lekhnath	
	Count	Percent	Count	Percent
No Interest on Study	227	16.41	14	15.73
Financial Reasons	391	28.27	12	13.48
Distanced School	18	1.30	1	1.12
Due to the involvement in Labor	65	4.70	0	0.00
Abuses at Schools	3	0.22	0	0.00
Others	40	2.89	3	3.37
Not Mentioned	639	46.20	59	66.29
<b>Total</b>	<b>1383</b>	<b>100.00</b>	<b>89</b>	<b>100.00</b>

child laborers mentioned distanced school as the factors along with 3 children from Pokhara mentioned it's abusive practices at schools. 65 child laborers from Pokhara are taken out from school to send into child labor.

According to the interviewed families sending children into labor force, in Pokhara 35 percent could not arrange stationeries and supplies, 17 percent could not pay school fee, 31 percent mentioned children's low interest to go to school, for 8 percent children got failed in exam for 3 percent also there is no meaning of current education system and one family has done so due to abusive practices in schools. In case of Lekhnath, 32 percent can't manage school fee, 28 percent can't manage stationeries and supplies, 24 percent children did not show interest, 12 percent children are failed in exam and for 4 percent the current education is not meaningful.

### **Period of Involvement in Child Labor**

In Pokhara almost 15 percent child laborers mentioned their involvement in child labor was recently within six months, but 38 percent child laborers have started the work since 2- 5 years back and 17 percent have started within last 6 months to one-year period. In Lekhnath 11 percent child laborers mentioned their involvement was started recently within last six months, 25 percent mentioned within period of one year and 46 percent have started in last 2-5 years.

### **Recruitment Process**

The parents, family members, relatives and other mediators too to get an employment support Child laborers. According to child laborers, they are supported by Parents (22%-Pokhara, 33%-Lekhnath) Family Members (10%-Pokhara, 16%-Lekhnath) Relatives (25%-Pokhara, 20%-Lekhnath), villagers (6%-Pokhara, 3%-Lekhnath) and other strangers (12% Pokhara & Lekhnath) to be employed. According to interviewed families who have sent child labor, children are supported to be employed by Parents (43%-Pokhara, 36%-Lekhnath) Family Members (23%-Pokhara, 4%-Lekhnath) Relatives (15%-Pokhara, 8%-Lekhnath) Children themselves (11%-Pokhara, 16%-Lekhnath) villagers (4 %-Pokhara 36%-Employers) and employers approached (4 % in Pokhara).

According to the employers from both municipals, child's employment was approached by parents and family of Child laborers (26%-Pokhara, 40%-Lekhnath), by child laborers themselves (22%-Pokhara, 26%-Lekhnath), by employers (29%-Pokhara, 15%-Lekhnath) and also through mediators (16%-Pokhara, 15%-Lekhnath).

There is no formal recruitment and contract system on employing child labor, negotiations are often happened informally, orally and no evidences are recorded. Such practices ultimately prevent child laborers from claiming their promised benefits, facilities and wages. According to child laborers, in Pokhara 35 percent has no contract, 63 percent have oral contract and only 2 percent have written contract. In Lekhnath 34 percent have no contract, 64 percent have oral agreement and only 2 percent have written contract. According to parents sending children to labor force, in Lekhnath 64 percent have no contract, 32 percent have oral consensus and only 4 percent have written agreement, in case of Pokhara, 46 percent have no contract, 51 percent have oral agreement and only 3 percent have contract. According to Employers, in Pokhara 34 percent have no contract, 65 percent have oral and 1 percent have written. In Lekhnath, 42 percent employers mentioned they have no contract and 58 percent have oral agreement, no one has written agreement or appointment.

## 5. Working Condition of Child Laborers

Whether a child starts working as a laborer or parents send them to work, most of the time, the purpose in the both cases is to be able to fulfill basic needs. However, when the child enters into the reality, dreams are shattered, in a sense that one has to work for hours and hours and is least paid. Child Laborers are vulnerable to all kinds of abuses and battering.

As a child laborer, they are prevented to exercise all fundamental rights guaranteed by Convention on the Rights of Child and the interim constitution of Nepal including other local laws and policies. The first right that is violated is right to live with the parents. In many cases, children go away from their parents in search job, which has resulted to the deprivation of the family care and affection. Different reports show that the children away from their parents physically or emotionally are always vulnerable to physical, verbal and sexual abuse. So, the child laborers are also no exception. They have a high chance of being physically, verbally and sexually abused. One of Key Informants mentioned that there were reports of child labors being mentally and sexually abused.

Children have to undertake the work that is beyond their capacity. Furthermore, they have to work for several hours without proper rest. In addition, either they are scolded or battered by the employers even for small mistakes that happen.

Nepalese legal provisions have clearly mentioned that for the employing children less than 14 years age is completely prohibited and for child laborers employed above 14 years of age no one should make them working before 6:00 a.m. and after 6:00 P.M. and more than 6 hours a day with at least 30 minutes break in every three hours. Child laborers in Pokhara and Lekhnath have suffered violation of this provision. 81 percent of child labor under years in Pokhara and 79 percent in Lekhnath start their work before 6:00 a.m. Among 14-17 years child laborers too 71 percent in Pokhara and 81 percent in Lekhnath start work early before 6:00 a.m.

Similarly 69 percent of child laborers below 14 years in Pokhara could finish their work during 6 to 8 p.m. in the evening and in Lekhnath this is 23 percent, almost 60 percent finish during 8 to 10 p.m. Among 14-17 years old working children 73 percent finish their work by 8 to 10 p.m. in Pokhara and only 32 percent in Lekhnath where 49 percent could finish only after 10 p.m.

Time	Pokhara				Lekhnath			
	<14 Years	Percent	14-17 Years	Percent	<14 Years	Percent	14-17 Years	Percent
Before 6:00 A.M.	462	81.20	581	71.38	41	78.85	30	81.08
6-8 A.M.	94	16.52	220	27.03	9	17.31	6	16.22

After 8:00 A.M.	13	2.28	13	1.60	2	3.85	1	2.70
<b>Finishing Time</b>								
Before 6:00 P.M.	30	5.27	33	4.05	1	1.92	2	5.41
6-8 P.M.	94	16.52	97	11.92	12	23.08	5	13.51
8-10 P.M.	393	69.07	591	72.60	31	59.62	12	32.43
After 10:00 P.M.	52	9.14	93	11.43	8	15.38	18	48.65
<b>Total</b>	<b>569</b>	<b>100.00</b>	<b>814</b>	<b>100.00</b>	<b>52</b>	<b>100.00</b>	<b>37</b>	<b>100.00</b>

Regarding the daily average working hours in Pokhara among under 14 years child laborers almost 6 percent children work for less than three hours, 21 percent works for 4-6 hours, 23 percent for 7 to 8 hours and 51 percent works for more than 8 hours a day. In Lekhnath the condition is slightly different, among under 14 years child workers, 10 percent works less than 3 hours, 19 percent works for 4 to 6 hours, 60 percent works for 7 to 8 hours and 11 percent works for more than 8 hours a day.

Among child laborers of the age 14-17 years average daily working hour is different than child laborers less than 14 years of age. In Pokhara, 50 percent works more than 8 hours a day, 27 percent works for 7-8 hours a day and only 19 percent works for 4 to 6 hours. In Lekhnath 49 percent works for more than 8 hours a day, 35 percent works 7-8 hours and only 8 percent works for 4-6 hours a day.

The daily working hour also varies according to labor sector, which is given in the following table.

<b>Child Labor Sector</b>	<b>3 Hours</b>	<b>Percent</b>	<b>4-6 Hours</b>	<b>Percent</b>	<b>7-8 Hours</b>	<b>Percent</b>	<b>More than 8 hours</b>	<b>Percent</b>
<b>Pokhara Sub Metro</b>								
Domestic Work	42	6.91	161	26.48	139	22.86	266	43.75
Transport	1	2.33	5	11.63	9	20.93	28	65.12
Construction	0	0.00	17	15.89	59	55.14	31	28.97
Hotels	4	1.61	39	15.66	35	14.06	171	68.67
Agriculture	4	14.81	9	33.33	5	18.52	9	33.33
Garages/ Workshops	1	0.92	4	3.67	46	42.20	58	53.21
Sand Mines	0	0.00	7	19.44	6	16.67	23	63.89
Porters	0	0.00	5	20.83	14	58.33	5	20.83
Others	17	9.44	28	15.56	32	17.78	103	57.22
<b>Total</b>	<b>69</b>	<b>4.99</b>	<b>275</b>	<b>19.88</b>	<b>345</b>	<b>24.95</b>	<b>694</b>	<b>50.18</b>
<b>Lekhnath Municipal</b>								
Domestic Work	5	9.62	7	13.46	29	55.77	11	21.15

Construction	0	0.00	1	14.29	4	57.14	2	28.57
Hotels	0	0.00	3	23.08	7	53.85	3	23.08
Others	3	17.65	2	11.76	4	23.53	8	47.06
<b>Total</b>	<b>8</b>	<b>8.99</b>	<b>13</b>	<b>14.61</b>	<b>44</b>	<b>49.44</b>	<b>24</b>	<b>26.97</b>

They have been forced to quit their dream of becoming the dignified citizen of the country by snatching their rights to education, entertainment and nutritious food etc. Consequently, physical, mental, social, cognitive and emotional development of the children is seriously hampered. Ultimately, they are prevented from realizing their capacity, transform it into skills and practice it.

Considering the working environment of workplace that child laborers have been involved, only 46 percent child laborers in Pokhara and 56 percent child laborers in Lekhnath mentioned that their working environment has no risks. Child Laborers in both cities have identified various risky conditions enough to be considered as hazardous work at their workplace (See Table 7)

Conditions	Pokhara		Lekhnath	
	Count	Percent	Count	Percent
Dark and Lonely Place	128	9.26	3	3.37
Use of Machines	103	7.45	5	5.62
High and Low Temperature	204	14.75	12	13.48
High Altitudes	35	2.53	1	1.12
Risk of Animal Attacks	8	0.58	0	0.00
Road and Traffic Accidental Risk	62	4.48	1	1.12
Electric Shock Risk	37	2.68	2	2.25
Use of Sharp Weapons	85	6.15	6	6.74
Risk of Fire and Heat Burn	66	4.77	8	8.99
Production and Distribution of Tobacco, Alcohol	14	1.01	1	1.12
<b>Valid Total</b>	<b>1383</b>		<b>89</b>	

Besides that child laborers also informed that almost 21

percent of child laborers in Pokhara and 30 percent in Lekhnath have mentioned suffered at least one forms of abuse and violence at work place. According to the child laborers 47 percent

### **Our Working Condition is not good as you think?**

*Not enough food and not at right time, Not enough wage and not at right time, No good behavior and treatment, Physical attack by employer, Never get recognition of hard work, No good food and clothing, Cannot go to bed at right time and have to get up early in the morning, No provision of leave and holiday, Even if employer pays, our parents take the money and we do not get anything, Excess workload, No good provision of education and health, We have to tolerate all the misbehavior of employer's children, Deprivation from love and care, False blame of theft, Sexual abuse, Need to ask for permission to go outside the house even for minor things and short time*

in Pokhara and 34 percent in Lekhnath have no one to support and take care of them at workplace.

According to the parents interview also in Pokhara 35 percent of parents and in Lekhnath 72

*I work in a butcher's shop and my work consists of cutting chicken and cleaning them but I only get food and shelter for my work. After my father dies of illness, my mother started living with my uncle but I have to work for living. I have been facing problems in work because they only give me food and shelter but I have to work in cold and fall ill sometimes. I have to pay for the health expenses myself. – A child Laborer Interview*

percent mentioned that they have received complaint from their child laborers about working condition and workplace.

According to the parents interviewed they have received children were complaining health problems after the involvement into work. In Lekhnath 16 percent parents received such complaints while in Pokhara 30 percent received such complaints. According to the parents of Pokhara, major complaints were on Accident (8.40%) and Stomach related problems (10.06%). Similarly parents of

Lekhnath received more complaint on eye related problems e.g. 8 percent.

According to the interviewed child laborers too only 67 percent in Pokhara and 54 percent in Lekhnath have no health complaints. Among the children having health complaints after work were eye related problem (9.69%-Pokhara, 20.22%-Lekhnath), Ear Related Problem (2.46%-Pokhara, 2.25%-Lekhnath), Throat related problem (2.02%-Pokhara, 4.49%-Lekhnath), Stomach Related (5.71%-Pokhara, 8.99%-Lekhnath), Nerves Related (2.24%-Pokhara, 1.12%-Lekhnath).

## **6. Opportunities and Benefits at Workplace**

### **Education**

Small number of child laborers is found also enrolled in educational opportunities, though the number was not very high. In Pokhara 24 percent (327/1383) child laborers are found school enrolled and in Lekhnath 48 percent (43/89) were found school going while working. In Lekhnatah school enrolled child laborers are found mostly among child domestic workers (65%), Hotel workers (38%) and among child laborers in Agriculture (50%). In case of Pokhara such number is higher in Domestic Work (33%), Agriculture (30%), Sand Mines (36%) and Construction (21%). In Pokhara Girl Child laborers have higher range of school enrollment opportunity with 31.50% than boy child laborers with 18.22 percent. Besides formal school opportunities some child laborers are also found provided opportunities to enroll into Non

Formal Education Program (9.11%-Pokhara,13.48%-Lekhath) and Vocational Skill training program (5 children in Pokhara).

Educational Status of Child Workers at workplace by Sector										
Child Labor Sector	Enrolled in School	Percent	NFE Centers	Percent	Vocational Training	Percent	No Opportunity	Percent	Total	Percent
<b>Pokhara</b>										
Domestic Work	200	32.89	73	12.01	2	0.33	333	54.77	608	43.96
Transport	5	11.63	4	9.30	0	0.00	34	79.07	43	3.11
Construction	23	21.50	6	5.61	2	1.87	76	71.03	107	7.74
Hotels	44	17.67	22	8.84	1	0.40	182	73.09	249	18.00
Agriculture	8	29.63	3	11.11	0	0.00	16	59.26	27	1.95
Garages/ Workshops	12	11.01	3	2.75	0	0.00	94	86.24	109	7.88
Sand Mines	13	36.11	6	16.67	0	0.00	17	47.22	36	2.60
Porters	4	16.67	1	4.17	0	0.00	19	79.17	24	1.74
Others	18	10.00	8	4.44	0	0.00	154	85.56	180	13.02
<b>Total</b>	<b>327</b>	<b>23.64</b>	<b>126</b>	<b>9.11</b>	<b>5</b>	<b>0.36</b>	<b>925</b>	<b>66.88</b>	<b>1383</b>	<b>100.00</b>
<b>Lekhath</b>										
Domestic Work	34	65.38	7	13.46	0	0.00	11	21.15	52	58.43
Construction	0	0.00	0	0.00	0	0.00	7	100.00	7	7.87
Hotels	5	38.46	3	23.08	0	0.00	5	38.46	13	14.61
Others	4	23.53	2	11.76	0	0.00	11	64.71	17	19.10
<b>Total</b>	<b>43</b>	<b>48.31</b>	<b>12</b>	<b>13.48</b>	<b>0</b>	<b>0.00</b>	<b>34</b>	<b>38.20</b>	<b>89</b>	<b>100.00</b>

Regarding the financial expenses of educational opportunities, in Pokhara 55 percent were supported by employers, 20 percent were supported by NGOs, 10 percent were by themselves, 9 percent were by parents and 6 percent were supported by schools and government scholarship programs. In Lekhath Among educational opportunities provided 75 percent were supported by employers, 7 percent were by NGOs, 7 percent by themselves, 5 percent were by parents and 5 percent were by schools and government programs.

According to parents' information, 43 percent in Pokhara and 24 percent in Lekhath mentioned that their child laborers are provided with educational opportunities at workplace. According to the parents interviewed in Pokhara, 17 percent mentioned school education, 21 percent Non Formal Education and 2 percent vocational skill training, whereas in Lekhath 8 percent of parents found mentioning each services. According to the parents of Lekhath 8 percent mentioned employers, 8 percent mentioned themselves and 8 percent named NGOs for supporting their child laborers educational opportunities. In Pokhara, they informed 7



percent by employers 16 percent by themselves, another 16 percent by NGOs and 4 percent by child laborers themselves.

### Health Care Facilities

Regarding the health care facilities at workplace for child laborers in Lekhnath 80 percent of interviewed child laborers mentioned that they were provided with some forms of health care facilities while in Pokhara only 56 percent child laborers are provided with such facilities. In case of child laborers found in Lekhnath 50 percent were provided doctors' facilities and 30 percent were with general medicines whereas in Pokhara, among the health care facilities provided only 48 percent with Doctors, 47 percent with general medicines and 1 percent each with witchdoctors and also with homemade herbs.

Health Care Facilities for Child Workers by Sector								
Child Labor Sector	Pokhara				Lekhnath			
	Provided	Percent	Not Provided	Percent	Provided	Percent	Not Provided	Percent
Domestic Work	362	59.54	246	40.46	44	84.62	8	15.38
Transport	16	37.21	27	62.79	1	100.00	0	0.00
Construction	69	64.49	38	35.51	5	71.43	2	28.57
Hotels	148	59.44	101	40.56	12	92.31	1	7.69
Agriculture	22	81.48	5	18.52	2	100.00	0	0.00
Garrages/ Workshops	48	44.04	61	55.96	1	100.00	0	0.00
Sand Mines	7	19.44	29	80.56	0	0.00	0	0.00
Porters	11	45.83	13	54.17	0	0.00	0	0.00
Others	92	51.11	88	48.89	6	46.15	7	53.85
<b>Total</b>	<b>775</b>	<b>56.04</b>	<b>608</b>	<b>43.96</b>	<b>71</b>	<b>79.78</b>	<b>18</b>	<b>20.22</b>

Among health care facilities provided child laborers health care expenses, in Pokhara 68 percent is supported by employers, 16 percent by parents, 11 percent by themselves and 3 percent by NGOs. In case of Lekhnath health facilities expenses were supported by 65 percent by employers, 25 percent by child laborers themselves, 3 percent by parents and 2 percent by NGOs.

### Salary and Wages

In spite of long and hard working hours a significant number of child laborers in Pokhara and Lekhnath do not get salary. Among the child laborers paid salary mostly it is received by their parents. In Lekhnath 54 percent (48) child laborers and in Pokhara 34 percent (470) child laborers do not get any kind of salary. In addition to this in Pokhara 7 percent (103) child laborers have no idea about their wage and salary.

The government of Nepal has confirmed a minimum daily wage of 231 Rupees and Rupees 3500.00 monthly salary with additional Rs.2650.00 additional living allowance for any employee and worker. Considering the range of salary received by child laborers only 2.53 percent in Pokhara and 3 child laborers in Lekhnath informed receiving more than 5000 Rupees a month. Mostly child laborers salary is found in the range of 1000-2000 rupees a month (23%), followed by 2000-5000 (13%), 500-1000 (11%) and upto 500 rupees (9%) in Pokhara. In Lekhnath 15 percent received 1000-2000, followed by 10 percent (2000-5000), 11 percent (500-1000) and 7 percent with less than 500 rupees a month. There is no significant difference in salary range according to sex, however the trend seems younger the child less salary and older the child more salary. Similarly child laborers working in sand mines, transport, construction, agriculture and hotels receives more salary than child laborers working in other informal sectors.

***If somebody lost something,  
they blame us; we cannot  
sleep well even in street  
because police or somebody  
else come and kick us out***  
– a street child

Among the salary receiving child laborers 94 percent in Pokhara and 88 percent Lekhnath receive it in cash form, where there are also child laborers receiving salary in kinds (Pokhara-3%, Lekhnath-12%) and repayment of loan (Pokhara-18 child laborers). 63 percent of child laborers in Lekhnath and 64 percent in Pokhara receive salary on monthly basis, besides this, 24 percent of child laborers in Lekhnath and 17 percent in Pokhara get salary on yearly basis. 14 percent child laborers of Pokhara and 2 percent in Lekhnath receive salary on daily basis too.

Though payment and salaries are made on the name of child laborers only 44 percent in Lekhnath and 64 percent in Pokhara receive their salary by themselves, among the remaining parents are paid (Pokhara-26%, Lekhnath-46%), paid to other family members (Pokhara- 7%, Lekhnath-10%) and even by villagers and mediators are paid for 3 percent child laborers in Pokhara. Most of the younger children's salary is paid to their parents and girl child laborers are less in receiving their salary by themselves (Pokhara- 47%, Lekhnath-29%) comparing to boy child laborers (Pokhara- 75%, Lekhnath-65%).

Parents interviewed in Pokhara and Lekhnath were also asked about the salary/income of their working children. In this regard out of 119 interviewed parents in Pokhara, 34.50 percent parents mentioned the child laborers earn 2000-5000 rupees a month, followed by 27% with an income of 1000-2000 rupees and 20 percent earn less than 500 rupees a month. 20 percent of these parents also informed that their child laborers are not paid.

In Lekhnath, 24 percent parents informed earning of 2000-5000 rupees a month, 16 percent informed earning of 1000-2000 rupees, 12 percent parents' children earn 500-1000 rupees and 8 percent informed earn less than 500 rupees a month. 5 parents in Lekhnath informed their child laborers are not paid and another 5 are not aware of salary/income status of their working children. According to the parents, average 44 percent child laborers receive their salary by themselves and rest are paid to the parents, family members and other mediators.

### **Day Off and Leave Facilities**

Some child laborers are working seven days a week and 365 days a year. 46 percent of child laborers in Pokhara and 48 percent in Lekhnath do not have any leave facilities. Among those getting leave facilities, only 12 percent in Lekhnath and 10 percent in Pokhara get weekly leave facilities, 7 percent in Pokhara and 2 percent in Lekhnath got monthly leave, 28 percent in Pokhara and 22 percent in Lekhnath get leave during festivals only and 10 percent in Pokhara and 15 percent in Lekhnath have sick leave chances. Those who are provided leave facilities 24 percent in Pokhara and 17 percent in Lekhnath have to face deduction in income/salary and payment for their leave.

### **7. Future Perspectives**

In such condition of working environment pushed by poverty and various other social factors, only 28 percent child laborers in Pokhara and 40 percent in Lekhnath mentioned that they are interested to get withdrawn from labor if appropriate supports are provided. Among parents too, 47 percent in Pokhara and 48 percent in Lekhnath have mentioned that they are interested to withdraw their child laborers from work and keep them in family.

The major supports recommended by child laborers in Pokhara to help them for freeing from child labor are: Income Generation Program (59%), Vocational Skill Training (17%), Educational support (10%) and Family Counseling (9%). Among Parents the request were: Income generation (75%), Food Support (11%), Family Counseling (20%), Vocational Training (27%) and educational support for children (39%).

*I wish to go to school but I have economic limitations. I don't have great expectations. Only if someone could support me by providing the costs of the uniform and of stationeries, I would continue my studies and if this situation prevails I want to learn driving and become a driver in future.*

- A Child Laborer's View

In Lekhnath, child laborers demanded for Income Generation (39%), Educational Support (39%), Family counseling (11%) and Vocational Skill Training (6%). Among parents of the

Lekhath, Income Generation (9), Vocational Skill Training (4) and Educational support (3) were the major demands put by the parents interested to withdraw their working children.

The study has also asked about the reasons for not being interested to come out from child labor to both child laborers and child labor sending families. Among child laborers in Pokhara, the major factors were Extreme Poverty of the family (86%), Urban Life Attraction (6%) and Domestic Violence (4%). In Pokhara 97 percent parents mentioned the extreme poverty and 3 percent urban life interest as major reasons for not interested to bring their children back.

In Lekhnath, among child Laborers 81 percent mentioned extreme poverty, 12.5 percent domestic violence and 4 percent urban life attraction as major blocking factors and among parents in Lekhnath, for 6 parents extreme poverty condition is the major factors.

### ***8. Perceptions and Understanding***

The study has also asked about children's, parents and employers' knowledge and perspectives and understanding of child rights, child labor and violence and abuse protection practices through applying structured questionnaire. It has also consulted with key informants on their view about child labor and possibilities applying open questions.

Child laborers in Pokhara mentioned that they know child rights (19%), are aware of child labor under 14 years is prohibited (25%), and know protection skill (12%). only 36 percent child laborers in Pokhara agreed with the provision of banning under 14 years child labor is a positive provision.

Among child laborers in Lekhnath, 31 percent claimed aware of child rights 43 percent aware of under 14 child labor is prohibited and 22 percent claimed that they are aware of protection skills. Among them only 57 percent agreed with the provision of banning child labor under 14 years is a positive provision.

Among parents in Pokhara, 15 percent claimed aware in child rights, 18 percent claimed informed of banning child labor under 14 years and 33 percent agreed with the provision too. They are also known of protecting children from abuse and violence among 12 percent. in Lekhnath only 2 families informed aware of child rights, only 4 are aware on provision of banning under 14 child labor and 9 families agreed with this provision. Only 3 families are aware on protection skill for children from violence and abuse.

Among Employers in Pokhara, 66 percent claimed aware of child rights, 74 percent are informed on illegality of less than 14 child labor, 86 percent of them agreed too and 51 percent claimed that they know how to protect children from violence and abuse. In Lekhnath, 58 percent mentioned aware on child rights, 69 percent aware of illegality of under 14 child labor,

92 percent agreed with the provision. 60 percent of employers claimed have skills on protecting children from violence and abuse.

Among the research participants and major stakeholders representatives the study found a mixed belief on the possibility of end of child labor problem in both cities. They were found with the conception that until the poverty was eradicated and there would be a political stability in the country it was not possible to permanently eliminate child labor. However, it could be controlled, if the laws were effectively implemented, amended if necessary. All participants were found positively convinced with the existing legal provision of prohibiting child labor less than 14 years and conditional employment for 15-18 years, yet they were found suspicious on the efficient and effective implementation of such policies and provisions.

### **9. Street - Involved Children**

A survey was conducted of street-involved children by Kidasha (formerly CWS) in 2010. The survey included a population size estimation based on a methodology used in 2005. The survey identified a minimum of 244 and maximum of 423 street-involved children. In the five-year period since the previous population size estimation the number of children had increased by 250 to 300%.

Surveys were conducted with 140 children – 65% of children were aged 10 to 14 years, while 35% were 15 years or older. 44% were from Dalit/scheduled caste background, 28% Janajatis, 14% Brahmin/Chhetri and 7% Madhesi. The predominant source of income for these children was rag-picking (37%) and begging (24%) with a further 16% involved in transport-related work (conductor, bus cleaner, ticketing) and 13% working as porters.

Only 9% of these were female and this shows a reduction from the previous survey which has been attributed to the growth of commercial and sexual exploitation of children – girls on the street are rapidly drawn into the sexual exploitation and no longer are accessible on the street.

Of these children 39% were found to be living full-time on the street at the time of the survey an increase since 2005 when only 24% were living on the street. However only 35% of the children interviewed were living with their families.

In terms of their original children came from all regions of Nepal. While only 27% were originally from Kaski, 68% of the respondent's families were resident in Kaski at the time of the survey. 50% of respondents were from urban areas (owner, tenant or slum), 32% from villages, and 13% from remote areas.

Asked about the reasons for them coming to the street these were similar across street-living and street-based children:

**Reasons for spending time on street or leaving family**

<b>Street-Living</b>	<b>Street-Based</b>
1. Need for income	1. Need for income
2. Peer pressure	2. Peer pressure
3. Seeking work	3. Seeking work
4. Lack of food at home	4. Lack of food at home
5. Independence	5. Abuse at home
6. Abuse at home	

Enumerators asked the children to describe their families and from this identified the key family-associated risk factors associated. These were: (i) Extreme poverty (83%), (ii) Orphan 31% (including double orphan 6%), (iii) Parental drug abuse/alcoholism (21%), (iv) Domestic Violence (18%), (v) Disability/Health Issue/Mental Illness (10%), and (vi) Divorce or Multiple Spouses (12%).

For 72% of respondents the main family source of income was labour work and 60% of respondents reported that their families were unable to care for them properly. Of these the majority (82%) cited the reason as being that their family did not have the resources to care for them. 54% of children were providing some form of financial support to their family.

Looking at their ability to return home (for those children not living with family) 60% had returned to their family in the past with the intention to stay. However 97% of these left their family again. The reason for the majority of respondents (91%) was that the original reason for which they left home had not changed. Only 6% reported that they could not remain at home because they were unable to adjust.

Of the 140 respondents 19% were still attending school. Of those not attending school 14% of children had never been enrolled in school while the majority of children had left schooling before Class 5 (69%).

The children described a high rate of abuse on the street with 62% reporting having been victims of serious physical abuse (50% of whom faced this on a regular basis). The main perpetrators of abuse were older youth and peers, police, family and community persons.

Children were asked about their access to different services and support. There was a higher rate of those being able to access support than 5 years before however many were still not able to access support. In particular while the majority of street-living children reported access those who were street-based reported lower engagement and reach by NGOs and services.

<b>ACCESS BY ISSUE</b>	<b>Street Involved</b>
% visited by NGO worker in the last year	50% (for street-living 80%)
% visited an organisation/service in the last year	41% (for street-living 71%)
% ever interviewed by a social worker for assessment	32% (for street-living 47%)
% access to general health advice and treatment	80%
% have source for guidance and support	49%
% have a source for emotional support	61%
% know person/place of safety if felt in danger	72%
% know responsible adult able to talk to if worried/concerned about safety	86%

### **10. Interventions on Child Labor**

Interventions to end child labor were not new in both municipalities. In both of the municipalities numbers of interventions were identified benefiting working children. However the interventions were able to respond most of the needs of child laborers and reduce number through prevention and protection measures, still there is need of more wider and comprehensive program implemented together by local government and civil societies.

The interventions directly related to child labor in both municipalities were found mainly in area of situation analysis, educational programs, awareness and sensitization and skill training, job placement and reintegration components. Similarly in Lekhnath some child workers were found benefited with the Urban out of School Children program ran by municipal and in Pokhara the

Pokhara Chamber of Commerce and Industries was identified implementing non formal education program targeting child laborers in the city. Besides this interventions for street children and children in entertainment industries or at risk of trafficking were also conducted by SATHI Nepal and CWSN. Awareness program and sensitization interventions were found conducted widely in both municipals. This also could be evidenced with highly informed employers and child laborers about the child rights and child labor issues in the area. Some efforts are also made to form local child protection committees, children's clubs and also municipal level child protection committees. Municipals have also few provisions in their policy and periodic plan to work against child labor and also found allocated certain amount of budget in this field.

With all these interventions, quite often the interventions are found limited by ad hoc project period based, specific sector focused and un coordinated and with non uniformity. Interventions are also found stereotypical and also in some cases not responding the actual needs of child laborers. The limitation of these interventions were: Lack of adequate coordinated action, lack of uniformity, municipality was not being able to coordinate and create harmonization among these activities, lack of long term strategic action plan and also not responding the shifting of child labor from one sector to another.

Considering the context of availability of well trained and resource full state and non state actors, in future there is strong possibility for developing a strategic long run plan coordinated by local government incorporating all dimensions of prevention, rescue and reintegration, situation improvement, behavioral change of employers and children and having larger social mobilization including promotion and strengthening child protection mechanism. The strength of involvement of employers association could be well exploited and also involvement of local government for bringing other state actors together for the same cause.



## **Chapter IV: Summary of Key Findings and Recommendations**

### **1. Summary of Key Findings**

With the findings of above information on the situation of child laborers, key informants' view and also views of child laborers themselves following conclusions are drawn:

#### **High Prevalence of Child Labor in Pokhara**

The study has identified and interviewed 1,383 child labourers in Pokhara and 89 child labourers in Lekhnath. Based on a recount of selected wards in Pokhara, it is estimated that the range of child labour at one time is between 2032 and 3594 children in Pokhara. Yet, the findings suggest that the overall incidence of child labor is in trend of reduction but the absolute number remains still high.

#### **Child Laborer's Situation is enough to be considered as Worst form**

Though the number of child laborers have been found reduced from previous studies, the situation of many working children in Pokhara and Lekhnath are enough to be considered as worst form as designated by ILO convention 182, recommendation 190 and also hazardous as listed by Child Labor Prohibition and Regulation act 2056. Prevalence of under14 years age child laborers 41 percent in Pokhara and 52 percent in Lekhnath; with more than 6 hours average daily working hours 76 percent in Pokhara and 84 percent in Lekhnath, having hazardous working conditions for 54 percent in Pokhara and 44 percent in Lekhnath, experience of abuse by child laborers 21 percent in Pokhara and 30 percent in Lekhnath have evidenced that child laborers are in worst and hazardous conditions in both of the cities.

#### **Child Laborers deprived of basic rights and facilities**

The study has also found that many child laborers are excluded from basic health and educational facilities. Occupational health and facilities are far away dream for these children. 33 percent of child laborers in Pokhara and 46 percent from Lekhnath have suffered several health problems after involvement into work. In Pokhara only 24 percent child laborers and in Lekhnath only 45 percent of them mentioned that they are enrolled in schools. For remaining school is still a distance opportunity. Similarly Only 10 percent child laborers in Pokhara and 12 percent in Lekhnath have weekly leave facilities and remaining have to depend on the employers' kindness to get a chance to get out of working place, have rest and enjoy together with family and friends. Only 68 percent child laborers in Pokhara and 65 percent in Lekhnath mentioned that employers provide their health expenses, for remaining they need to find out alternatives.

### **Employers' informed violation of law and rights of children**

In Pokhara 65 percent employers claimed aware on child rights, 74 percent mentioned informed of illegality of less than 14 years child labor and 86 percent of them also agreed with the legal provisions prevailed in Nepal. In case of Lekhnath, 58 percent claimed aware of child rights, 69 percent on illegality of child labor and 92 percent accept the provision is a good one. In spite of such a strong understanding and holding a position of government employee, social workers, political leaders, teachers and business, employers are employing under 14 years child laborers in a quite significant number, which could be considered as employers violation of legal standards and that is just challenging the existence of legal mechanisms and provision.

### **Pokhara and Lekhnath as a Major Attraction for Children's Migration**

Though 25 percent of child laborers in study sites are found from the rural periphery of Kaski districts, child laborers in Pokhara are coming from 55 different districts and in Lekhnath, they are coming from 13 different districts and India. Deployment of children from various districts to Pokhara and Lekhnath evidences that it has been attracting many children with a false dream of better future however the absence of tracking children coming for labor purpose and diverting them towards their childhood without labor has left children to trap into the vicious cycle of labor.

### **Interventions on Child Labor: a high potential synergy**

In Pokhara number of NGOs are found working on child labor and child protection sector with various interventions, though quite lot of them are found focused on educational interventions and few have rehabilitation program too. However lack of unified planning, coordinated programming and strong referral, networking and monitoring of local government have contributed on limiting the result of those interventions, promoted duplication in actions and also made program less effective than it could be. Besides this lack of conceptual clarity among actors, lack of common positions on working modality and understanding child labor among NGOs, government and private sector has also challenged the sustainability of the program.

### **Requirement of Integrated and Comprehensive Interventions**

Anti child labor interventions in Pokhara and Lekhnath are found specifically limited with focus area on education, protection or other child rights concern in an isolated way. As a result the interventions either have improved the information awareness status, improved educational status of specific child laborer group, yet these interventions were unable to prevent shifting children from one labor sector to another, to reduce under 14 years group, promote informal sector as decent work as a whole in the area. Thus there is lack of integrated and

comprehensive interventions based on comprehensive child protection approach responding overall child labor problem.

## **2. RECOMMENDATIONS**

On the basis of above key findings, following actions and strategies could be helpful to reduce the magnitude of child labor and promote child rights protection in Pokhara and Lekhnath Municipals:

### **Develop and implement coordinated and collaborated strategic policy, plan and program**

As the absence of municipal level strategic policy, plan and programs have created confusion among local actors and also provided spaces for duplicated and non coordinated programs, it is highly significant to develop a municipal and district level strategic policy, plan of action and programs with a long term vision and resource commitments. The strategic action plan will contribute for the reduction on the number of child laborers, improve working conditions of child laborers and also promote social and state's accountability towards them. The isolated and scattered intervention on the field of child labor and child protection in both municipalities have limited the impact and influence of the interventions on the lives of children and also on building and strengthening system. For this following actions could be helpful:

- Establish a municipal and a district level working group/taskforce on child labor reduction action program. This could be done through the local Child Friendly Local Governance Committee
- Develop a long-term strategic plan together with district development committee and municipality that address both situation improvement action and reintegration action for child laborers together with preventive actions, as part of an overall child protection plan.
- Educate and sensitize the political bodies of local government for the significance of responding child labor and other child protection issues, which are often linked, and also political campaigning on child labor.
- Establish local government lead monitoring mechanisms for monitoring situation of child laborers and their social mobilization, as part of an overall child protection mechanism.
- At national and local level, respective local government authority should include informal sector child labor under existing labor law and rules.

- Implement regular monitoring of workplace by labor inspectors, or by municipal police and Nepal police together to have effective child labor monitoring and prosecution.
- At national level, civil society together with local government shall advocate to raise age bar for definition of children upto 18 years and also consider hazardous for of child labor for children upto 18 years, which is just 16 years at the moment.
- Mainstream program and allocate adequate budget for child labor rehabilitation, response and prevention interventions in local government plan and budget, especially of Municipality, District Development Committee and Village Development Committee's annual and five-year plan.
- Train and educate all state and non-state actors about the strategic plan and policies of municipality and district development committee on reducing child labor and role of stakeholders.
- Include interventions on child labour/child protection in the 10 percent allocation for children as guided by CFLG guidelines in municipal and District Development annual budget to initiate and promote action.

### **Involve Trade Unions and Employers Association in responsible and effective way**

Trade Unions and Employers' association are one of the major actors and influential stakeholders on interventions to end child labor. Child Labor is a trade agenda and also labor concern as it may affect the trade and production system also cutting out the labor opportunities for youth and adults. Therefore trade unions and employers' association should be enacted for the protection and promotion of decent work through acting against child labor. For this following interventions could be helpful:

- Support employers association and trade unions to promote and apply code of conduct denouncing employing child labor in business and labor sector.
- Support trade unions to educate and train trade union leaders for monitoring child labor and also responding child labor issues.
- Encourage private sectors' financial and technical involvement on providing services and also denying child labor in corporate sectors as corporate social responsibility.
- Promote youth and adult employment in informal sector through recognizing their involvement and registering them in local government system, also declaring minimum wage and standards applicable to informal sector as well.

## **Intervene to improve situation, to withdraw and reintegrate child labor**

Without working directly with child laborers and providing them services the interventions against child labor is not enough to be effective and efficient, even relevancy may be questioned. The interventions on child labor together with creating social concern, accountability, empowering and advocating also needs to touch the emergency needs of child laborers. For this following interventions could be helpful:

- Establishing Community Based Recreational Centers with major focus and easy accessibility for Working Children in Major Child Labor Concentration Area
- Integration of Non Formal Education Program and building linkage access to existing Health Facilities as well as life skills and awareness raising program in Community Based Recreation centers/ School Based Contact Based Program.
- Provide formal school education support, vocational skill training and education for the children according to their literacy and education status and interest area considering their own feasibility context.
- Mainstream response to child labor in existing health, education, community development interventions.
- Strictly monitor and follow the implementation of education support and free school provisions ensuring that child laborers are included and responded appropriately by schools.
- Develop and apply a comprehensive, coordinated and commonly owned child protection action plan which has provision of identification of children at risk, survivor, complaint procedure and handling and support for rescue, prosecution and rehabilitation in family and community.
- Train, mobilize and share progress on rescuing child laborers in hazardous condition, reintegrating them in families and community with adequate and appropriate services and punishment of employers violating child labor law. The Labor Office in coordination with DCWB and District police office can lead the process.

## **Strengthen coordination and collaboration among state agencies and local governments**

Child labor is not just something that could be responded by a single state agency. It has a multiple dimension of poverty and rights violation. Various state agencies have different role,

strengths and mandates on responding child labor. However various state agencies are running several interventions in lack of appropriate coordination and collaboration and in many cases limitation of certain agencies to reach to ground level, the efficiency of services have been limited and ineffective to consider child laborers. In this regard it is necessary to strengthen coordination and collaboration among various state agencies and local government as local government has an access to the household level in community and also mandated for certain developmental and quasi judicial actions. For this following interventions could be helpful:

- Consultation and regular update and review meeting together with the various state agencies such as labor office, education office, public health office, child welfare board and office of women and children development, police office, office of public attorney regarding the situation of child laborers, their needs and purposed plan for the interventions, as part of an overall child protection plan.
- Mainstreaming with specific monitoring of integration of child labor and children at risk agenda on the various services and programs run by these various agencies at local and district level.
- Filling the gaps by local government in various agencies programs and services with the conditions of it's link with and response to child labor.
- Documentation of the services delivered and progress made as well as learning and good practices of various agencies on integrated response to child labor by District Women and Children Office.

### **Enhance capacity of stakeholders and service providers**

Gaps on the capacities of local stakeholders and actors on the field of child labor has become a major challenge and sometime counterproductive on the field of responding child labor problem. The personnel at decision making level, implementation and also monitoring and resource allocation should be well sensitized and educated about the various dynamics of child labor and the comprehensive integrated interventions on child labor. For this following interventions could be organized:

- Conduct Training of Trainers for local resource persons on child labor and other child protection issues, prevention and response system and the program.

- Organize training for local political mechanisms, municipal staff, police, DDC staff, VDC chairs, Employers Association, Media on child labor, child protection and child rights, responses and the program
- Provide Training for Child Clubs and Child Protection Committees on conducting local resource mobilization, monitoring and intervening on child labor at local level.
- Organize training for School Teachers on responding working children in schools including supporting prevention of drop out
- Implement orientation for Parents Teachers Association and SMCs on their potentiality on reducing child labor
- Organize Training for Rescue Team of effective Rescue and Reintegration with do no harm and best interest policy.

**Establish, strengthen and mobilize community based child protection system/mechanism**

Child labor is more informal sector phenomena and strongly founded in community practices and perception, therefore to respond child labor problem and the phenomena we should have community based interventions lead by community groups. Therefore, in Pokhara and Lekhnath a well given the chances of municipal access and mechanisms of Tole Lane Organizations and ward council, the concept of establishing and mobilizing community based mechanisms on child labor could be very helpful for sustained child labor prevention and monitoring system. For this following interventions could be implemented:

- Strengthen child protection committees and CFLG committees with resource support and training for them through local government mechanism.
- Promote child protection committees involvement in local level planning and resource allocation for child right protection and promotion.
- Develop network of child protection committees and link them with other state and non-state agencies working in the area of child protection and child labor directly and indirectly.

**Promote children's meaningful participation to end Child Labor**

Without children' meaningful participation, interventions on child labor and child protection could be limited and not appropriately and adequately responding the need of child laborers.

Therefore in all intervention related with child labor and child protection, participation of children specially child laborers have to be ensured. For this following actions could be useful:

- Promote children' clubs at community and schools and create space for child laborers to involve and lead in the children' club.
- Form and promote community level, municipal level and district level networks of child clubs along with a special unit in the network responding child laborers issues.
- Educate leaders and members of child clubs on their role and potentials along with creative advocacy that children could have on child labor as well as referral action they can handle.
- Practice children' consultation (especially with child laborers) while developing, implementing, monitoring and reviewing plan and programs on child labor.

#### **Focus on behavioral change not only information campaign**

The study has evidenced that the employers, parents and children have ample information on child rights and legal provisions, yet they are continuing the practice of child labor. This has call for a need for behavioral change communication intervention that come up with community lead information campaign, monitoring and participatory communication initiatives leading to the change on the practices of employers, parents and child laborers. For this following initiatives could be helpful:

- Conduct Community Awareness and School Awareness program on Child Labor and Child rights as well as complaint mechanism.
- Produce Guidebooks and reference manuals for NGOs and CBOs on combating child labor and mainstreaming it in their program and running behavior change communication campaign.
- Implement Forum Theater/Theater for Development Interventions for community to take part in the message development.
- Mobilize middle class children's in house communication against child labor to influence their employers.
- Organize community participatory review, message development and implementation exercise on child labor elimination and situation improvement with providing alternatives to the employers, children and parents for the cause they are employing children.



- Organize community and child led information production, dissemination, code of positive practices and monitoring action at community level.
- Promote demonstration effect among the community members among parents, employers and children as model employer, model parent, model child advocate and success stories of withdrawn child laborers.
- Share and communicate benefit of adult employment and risk of child employment at workplaces for employers, parents and communities.

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## **Annexes**

### ***Annex 1: Child Labor Statistics in Pokhara***

See Excel File

***Annex 2: Child Labor Statistics in Lekhanath***

See Excel File

***Annex 3: Parents and Families Supplying Child Labor from Pokhara***

See Excel File

***Annex 4: Parents and Families Supplying Child Labor from Lekhanath***

See Excel File

***Annex 5: Employers Information in Pokhara***

See Excel File

***Annex 6: Employers Information in Lekhanath***

See Excel File



## **Annex 7: Post Study Recount Data Table**

**Table 1: Sex Details of Interviewed Child Labor**

<b>Category</b>	<b>Frequency</b>	<b>Percent</b>
Male	369	82.7
Female	77	17.3
Total	446	100.0

**Table 2: Age Details of Interviewed Child Labor**

<b>Age in Years</b>	<b>Frequency</b>	<b>Percent</b>
8	1	.2
9	3	.7
10	8	1.8
11	6	1.3
12	23	5.2
13	32	7.2
14	70	15.7
15	81	18.1
16	110	24.6
17	112	25.1
Total	446	100.0

**Table 3: Ethnicity/caste Details of Interviewed Child Labor**

<b>Category</b>	<b>Frequency</b>	<b>Percent</b>
Bramin/Chetri	52	11.7
Janjati	169	37.9
Dalit	96	21.5
Indian	86	19.3
Other	23	5.2
Mdesi/Traibasi	20	4.5
Total	446	100.0

**Table 4: Category of Child Labor**

<b>Category</b>	<b>Frequency</b>	<b>Percent</b>
DCL	61	13.7
Hotel	102	22.9
Porter	13	2.9
Sand mines	3	.7
Garage	85	19.1
Workshop	39	8.7
Construction	88	19.7
Agriculture	4	.9
Other	1	.2
swing cloth & to make bag	4	.9

Paint	11	2.5
School's busheper	8	1.8
CSW	1	.2
Hjam	6	1.3
Sweet shop or other shop helper	8	1.8
Furnishers shop	5	1.1
Gas or cycle repair	5	1.1
Newspaper sell	2	.4
Total	446	100.0

**Table 5: Average Daily Working Hours**

Daily Working Hours	Frequency	Percent
0-2	8	1.8
3-4	16	3.6
5-6	22	4.9
7-8	91	20.4
9-10	92	20.6
10 more	217	48.7
Total	446	100.0

**Table 6: Child Laborers Living With**

Category	Frequency	Percent
Employer	189	42.4
Workplace	110	24.7
Parents	85	19.1
Other relatives	24	5.4
Self	25	5.6
Other	13	2.9
Total	446	100.0

**Table 7: Current Educational Status**

Category	Frequency	Percent
In School	48	10.8
Out of School	398	89.2
Total	446	100.0

**Table 8: Since how long have you been working in this place?**

Category	Frequency	Percent
1 month or less	95	21.3
1 month – 6 months	138	30.9
7 months – 1 year	114	25.5
1 year +	99	22.1
<b>TOTAL</b>	<b>446</b>	

***Annex 8: List of Key Informants Interviewed***

Shankar Pokhrel, District Labor Officer, Kaski District Labor Office

Mr. Bharat Shrestha, Child Protection Officer, District Child Welfare Board, Kaski

Mr. Yuabraj Poudel, General Federation of Nepalese Trade Unions (GFONT)

Sushma Poudyal, Chairperson, Sancharika Samuha, Kaski

Uma Lamichhane, National Private and Boarding Schools' Organization Nepal (N-PABSON)

Representative from Shakti Samuha