

Report on Child Labor in Chitwan
(Status of Bharatpur and Ratnanagar Municipality and Urbanized VDCs)

Study Conducted By

CWISH (Children and Women in Social Service and Human Rights)

Narayangarh Youth Club, Chitawan

Supported By

UNICEF, Nepal office

Coordinated By

Chitawan District Development Committee Office

Bharatpur Municipality Office

Ratnanagar Municipality Office

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Special Commentary By Chief District Officer of Chitawan

**Special Commentary By Local Development Officer,
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Special Commentary By Bharatpur Municipal Chief

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भरतपुर, चितवन
२०६९



शुभकामना

सुनिश्चैत नेपाल र सिविस नेपालको आर्थिक एवं प्राविधिक सहयोग र युव जलम साराजलमण्डको डिपार्टिमेन्ट तथा जिल्ला विकास समिति चितवनको सहयोजकत्व र भरतपुर नगरपालिका र रत्ननगर नगरपालिकाको समन्वयमा चितवनका दुवै नगरपालिका र नगर उपमुख्य चार वार्ड विकास समितिहरू चौरहनी, शारेचोक, बाडीपौरी र भारदाननगरमा बालधर्म अध्ययन एवं तथ्यांक सङ्कलन-२०६८ कार्यक्रम सम्पन्न गरी सो अध्ययनको प्रतिवेदन प्रकाशन गर्न लागेकोमा मलाई साईं खुशी लागेको छ । यस संज्ञानीय कार्यका लागि हार्दिक शुभकामना व्यक्त गर्दछु ।

नेपाल विश्वमा निक्कै उच्च बालधर्म दर रहेको मुलुक मध्ये एक हो । मुलुकमा विद्यमान सामाजिक तथा आर्थिक परिस्थितिको गर्दा बालधर्मको समस्या कटीन र जटिल रहेको छ । भरतपुर नगरपालिकाको समेत अबस्था यस भन्दा पुग्न छैन । आजको बालवर्गमा जोर्नीका कर्णधार हुन् । स्थानीय स्वायत्त शासन ऐन २०३४ लगायत अन्य कानूनहरूले समेत नगरपालिकालाई बालवर्गको हित संरक्षण र विकासको क्षेत्रमा अनिवार्यरूपमा काम गर्नुपर्ने निर्देशित गरेको छ । यस प्रतिवेदनले भरतपुर नगरपालिका बिश्वको समेत बालधर्मको यवार्थ अबस्था एवं समस्या बुझ्न मद्दत पुग्न गई आगामी दिनमा यस नगरपालिका लगायत राष्ट्रिय अन्तर्राष्ट्रिय संघ संस्थालाई नगरपालिका बिश्व बालधर्मको क्षेत्रमा कार्य गर्नका लागि आवश्यक रणनीति, योजना तथा कार्यक्रम तयार गरी कार्यान्वयन गर्न र बाल धर्मिक न्यूनीकरण, उनीहरूको हित संरक्षण एवं विकास गरी एउटा समृद्ध समाजको विकास गर्न यस प्रतिवेदनले सहयोग पुग्ने विश्वास लिएको छु ।

अन्वयमा, यस प्रतिवेदन प्रकाशन गर्ने आर्थिक, प्राविधिक लगायत अन्य सहयोग पुऱ्याउने सम्पूर्ण व्यक्ती संघ संस्था साईं हार्दिक धन्यवाद दिन चाहान्छु ।

धन्यवाद ।


भुवनहरि प्रधान
(प्रमुख/कार्यकारी अधिकृत)
कार्यकारी अधिकृत

Special Commentary By Ratnanagar Municipal Chief

Remarks from UNICEF Field office Bharatpur

Exploitative child labour is the serious problem throughout Nepal. Such a high prevalence of child labour not only destroys the prospects for promotion, protection and fulfillment and realization of rights of children, but also perpetuates a cycle of poverty and marginalization.

The incidence of child labour primarily results from family level poverty and household vulnerability. The other prominent factors associated with high incidence of child labour in Nepalese society are lack of appropriate education policies to address child labour and lack of access to available education opportunities, gender based discrimination, social exclusion, lack of social protection, and prevailing social acceptance to child labour. Moreover, there is widespread lack of awareness on ill effects of child labour among the children, their parents and families, community people and employers that ultimately contribute to supply of more children into labour force as child labourers.

All children need national and international protection and other protective measures to ensure their safety and security. Child labour issue can't be dealt in isolation; it should be tackled through integrated interventions combined with effective national child protection system, frameworks and mechanisms in place. In addition, the elimination of child labour can't rely solely on legislation and enforcement; but it requires more comprehensive and integrated approach, multi-stakeholder's engagement and strong commitment of general public including civil society actors.

Realizing the aforementioned facts, UNICEF undertook initiatives to conduct child labour survey in eight municipalities of Nepal under its child protection program in 2011. The main objective of the study was to analyse the current estimation and status of working children, especially worst forms of child labour, so as to establish benchmark information for designing appropriate project interventions to combat child labour in Bharatpur and Ratnanagar municipality of Chitwan district, Nepal.

This survey research has documented very interesting facts about situation of children involved in child labour and their household vulnerability. The comprehensive analysis of the report on nature and extent of exploitation and abuse to working children is further helpful to understand the changing dynamics of child labour problem including child protection issue. The recommended future actions of the survey findings are very useful for decisions-makers with regards to setting priorities, strategies and resource allocation in order to response the child labour problem at local level.

I hope the findings of the research will be useful for implementing partner agencies and other stakeholders to understand the causes and consequences of child labour and provide benchmark information for designing and planning appropriate and effective interventions on child labour at municipality level.

I would like to express my sincere thanks to CWISH-Nepal and YCN-Chitwan for undertaking the survey in municipality under very challenging circumstances. At UNICEF, I would like to express my deep gratitude to the team of Child Protection Unit for their technical inputs and guidance to come up with such a comprehensive research report.

And finally, my appreciation to the children, their family members, employers, community people and municipal officials who shared their valuable time and information to make this survey possible.

Purrushottam Acharya
Chief/Program Specialist
UNICEF Nepal, Central and Western Region Zone Office (CWRZO), Bharatpur, Chitwan

Thanks Note by Narayangarh Youth Club

Condition study of Child Labor had been conducted since Ashad 2067 in Bharatpur Municipality and Ratnanagar Municipality together with four different VDCS of Chitwan that includes Darechwok, Bachyauli Saradanagar and Kharahani. Program had been initiated in the financial and technical support from UNICEF, regional office, Chitwan. Coordination and Monitoring part of the Mission was actively played from municipalities (Bharatpur and Ratnanagar) site whereas facilitation and ground work was performed by Youth- Club Narayangarh and CWISH, Nepal. A questionnaire form was filled with concerned Child labors, employers and parents. On the basis of that form and its output like a data, information and knowledge; we can proudly insist that necessary Planning and an act over it would be possible to minimize child labor in a certain extent. As per this study, local friendly governance and community development programs would be able to support NGOS and government organizations to minimize child Labor. Child friendly local governance guidance, law against child labour and children's law 2048 were the basic guideline to destine this study up to its destination. I would like to convey my warm regards to everybody who support us to make this mission possible via their direct or indirect contribution. In the same time, would like to appreciate on behalf of our organization for the coordination and cooperation provided by DDC Chitawan, Bharatpur Municipality, Ratnanagar Municipality, VDC Darechowk, VDC Bachhyauli, VDC Khairahani, VDC Sharadanagar and all the concerned TLO organizations.



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(Suresh Kumar Shrestha)
President
Youth Club Narayangarh

Acknowledgement by CWISH Chairperson

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 Pokhara, Lekhnath, Ghorahi and Tulasipur Municipals in collaboration with local NGO and local government with support from UNICEF offices.

It was our pleasure to be with Chitawan District Development Committee Office, Bharatpur Municipal Office and Ratnanagar Municipal office together with Narayangarh Youth Club and UNICEF office for in identifying the situation of child labor in urban area of Chitawan. 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 urban area of Chitawan, however we acknowledge the limitations we had in our study and always look forward for constructive feedback and suggestion.

I would like to thank all personnel, supervisor, enumerator, and coordinators, report writer, editor and advisors involved in this study, including team leader Ms. 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

Acknowledgement by Research Team Leader

It was my immense pleasure to take lead in the study of child labor situation in urban area of Chitawan district. In my professional involvement on ending child labor, I have seen in many area due to the lack of adequate information and understanding interventions have been limited to produce result and not able enough to meet the needs of small hands tendering in labor.

The initiatives lead by Chitawan District Development Office together with Bharatpur and Ratnanagr Municipal office should be acknowledged and highly appreciated for their responsiveness towards the anomalies of society. It is more appreciative actions that UNICEF regional office and Narayangadh Youth Club involved actively together with the local government in the actions to end child labor. This is an example of public private peoples partnership for social development and in respect of human rights.

CWISH as a national leading NGO on campaign to end child labor has contributed for local initiatives to end child labor which is a good practices and expression of solidarity to the local actors.

In our study, we have tried to cover the widest possible and reach the most in accessible child laborers too, however the limitations of human resource, financial resources and other practical difficulties have also limited our efforts. In this sense we have tried to give a complete picture of child labor from our study site, yet we know the readers and experts reading this report could benefit us from their feedbacks and suggestions and we highly appreciate such supports from all of our readers.

I would like to thank CWISH team for assigning me as team leader for this study. My sincere thanks goes to the officials of Chitawan DDC, Bharatpur Municipal office, Ratnanagr Municipal office, UNICEF regional office in Bharatpur and Narayangadh Youth Club. I would like to thank the research coordination committee members, Karen Anderson, Madan Joshi and Shiv Shankar Dangol of UNICEF, Niramala Rana and Rajkrishna Shrestha of NYC, Milan Dharel for his analysis and report writing, Binaya Chalise, Suprich Sapkota and Amit Shrestha for Data Management and Jimmey Riley for language editing of this report. I acknowledge the enormous contribution made by supervisor and enumerators. I am grateful to the children, community people, parents of child laborers, employers and key informants participated in this study for their time and information.

Finally I would like to request you all to join hand against child labor. Stop Child Labor.

Writu Bhatta Rai

Team Leader

12 September 2012

Executive Summary

Despite of commitments and actions to combat child labor Nepal still face the challenges of child labor. Though numbers have decreased in the past years, still 40.4% or 3.14 million of children between 5 and 17 years are working, of these half (1.6 million) are in child labour (ILO and CBS 2011). In addition to this, entry of new children into child labor has been seen as major hurdles in the field of combating child labor. The recent updated National Master Plan on Child Labor in line with other various policies and guidelines have highlighted the significance of decentralization of anti child labor initiatives that includes partnership with local government, updating status of child laborers. Chitawan District Development Committee has a plan to combat child labor within it's strategic plan. UNICEF Nepal office, CWISH and Narayangarh Youth Club have been working on the field of combating child labor since last many years and views to promote local action and initiatives on ending child labor. With this common objectives and values on the leadership of Chitawan District Development Committee together with Bharatpur Municipal and Ratnanagar Municipal, CWISH and Narayangarh Youth Club conducted a study on Child Labor in major urban area of Chitawan with financial and technical support from UNICEF Field Office Chitawan.

The study is conducted in Bharatpur and Ratnanagar Municipal and four rapidly urbanizing VDCs namely: Darechwok, Khairahani, Bachhyuli and Sharadanagar. Community Participatory Mapping, in person Survey, Group Interview, Focus Group Discussion and Key Informants' interview with literatures review were main methods applied in this study. The study has included employers, community of child laborers working area, parents of child laborers and child laborers themselves.

The study has estimated 2921 child laborers in study site with 71 percent boys and 29 percent girls. The number of child laborers is estimated and average of 2 percent of total child's population in study area. According to the age group, 54 percent were identified of less than 14 years and 46 percent are of 14-17 years of age. Employing child labor of less than 14 years is legally prohibited while children of legal working age but below 16 years of age can be employed under certain conditions, according to Nepalese child labor law. Cast and ethnicity wise, 9 percent child laborers were from Bramhin community, 59 percent were from ethnic minorities, 19 percent were from Dalit and 13 percent were from chhetri communities. Though, more than 20 different sectors of child labor is identified in the study area, the major sector of child labor were found Domestic Work (26%), Hotel (22%), Construction (12%), Transport (10%) and Street vending (5%).

The study found that 60 percent of child laborers are living with employers and separated from parents. 45 percent of child laborers are supplied from the various part of Chitawan and 14 percent of child laborers have arrived from India. Makawanpur, Bara, Sarlahi, Dhading Nawalparasi and Gorkha are identified as major supplying district of child labor into Chitawan. 56 percent of child laborer's family main income source is farming and 34 percent are daily wageworkers. 69 percent of child laborers mentioned having both parents at home and almost 13 percent child laborers have one or both parents died. For rest of them either one parent have abandoned or been away from home for work and earning purpose.

75 percent child laborers were found dropped out of educational programs before involving in child labor, mainly due to the financial limitations (33 %) and Lack of interest on current educational curricula (22%). Regarding current educational status at workplace, Only 32 percent child laborers are found enrolled in educational program or skill training while working during the study period and only 48 percent of them are supported by employers for educational cost and expenses.

68 percent of child laborers have been found entered into child labor within past one year. The reasons mentioned for involving in child labor were Financial poverty (91%), Looking for educational opportunity (13%), Urban Life Attraction (12%) and Domestic Violence (2%).

Child laborers are found working long hours a day with starting at an early time and finishing quite late in evening. 32 percent of child laborers starts their work before 6 a.m. and 58 percent in between 6 to 8 a.m. in the morning; Number of child laborers ending their work before 6 P.M. is found 51 percent, in between 6 to 8 p.m. is 31 percent and after 8 p.m. is 13 percent. 43 percent of child laborers found working an average 8 to 10 hours a day and 22 percent working more than 10 hours a day with 21 percent working 6 to 8 hours each day. Though 14 percent of interviewed child laborers were found working an average of less than 6 hours a day, only 5 percent child laborers are found working according to the law i.e. upto 6 hours average a day for 13-15 years age group child laborers. 95 percent are found working beyond legally accepted working hours.

25 percent of child laborers were found unpaid and 51 percent were paid less than 2 thousand rupees a month. Among salary receiving child laborers, only 55 percent get it on their own, while for others it's parents, family members, relatives or the mediators collects salary. Most often girls and younger child's salary were found collected by someone else than themselves.

Child laborers have identified number of hazardous and potentially harmful environment working place, the community perception is that at least one in every three child laborers are in the hand of bad employers and every 9 out of 10 child laborers work in risky conditions. 24 percent of child laborers complained having health problems after involvement into work and only 64 percent child laborers mentioned receiving health expenses support from employers in case of need.

The good news is almost all child laborers think they have someone to complain and ask for support in case of any protection risk or requirement of support, where 59 percent indicated employer or his/her spouse, 11 percent indicated parents and 17 percent indicated friends as caring and supporting person at workplace.

53 percent of child laborers have showed no interest on leaving work and reintegration in the family and 47 percent who have showed interest have requested for support of income generation, family counseling, educational support etc. The reason for not interested in reintegration in the family is due to the extreme financial poverty, domestic violence, urban life attractions were the major ones.

Child laborers, parents and demanding communities are found with no or very limited knowledge and understanding about child labor and child rights. Numbers of myths associated with child labor practices were found highly influential in creating demand and accepting violence and discrimination against child labor. Some examples of such myths are: sending children in child labor is one best solution for their parents to skip poverty; child laborers get better opportunity in urban life than in rural area; child labor in households such as domestic work is safer than other forms of child labor; employers are helping poor families giving their children opportunity to earn and live. Similarly lack of information on protection skill and mechanisms are also found string factors for contributing vulnerability for child laborers. Employers despite of claiming informed on child rights and child labor are found in favor of using child labor giving exquisite of market price inflation, inability to compete in market, contributing for reducing cost for child laborers' family, giving an opportunity for exposure to the child and lack of adult and youth workers and anarchical unionism in trade and industries.

The study concluded that the existence of child labor with high number of worst form and hazardous condition are a major challenge for overall humane development and particularly promoting Chitawan as child friendly place. The study concluded rural urban unbalanced relationship, lack of awareness and existence of myths, absence of right and access to quality and meaningful education for all, increased vulnerability of parents and families are

major concern on combating child labor in the community. Thus the study recommended for Educating and Empowering Child Laborers, Reintegration of Child Laborers in Families, Promote decent employment opportunities for youths and adults of child laborers' and vulnerable families, Enhancing Understanding on Child Rights, Child Protection and Child Labor in Communities, Promoting and Strengthening Child Protection Mechanisms and Practices addressing child labor as major child protection challenge, Responding to Vulnerable Families and Children, Developing and Promoting Alternatives to Child Labor, Enhancing Accessibility and Quality of Education, Promotion of Corporate Social Responsibility and Fair Trade **and** Mainstreaming, Referral and Coordinated Action.

Chapter I: Introduction

This is the findings report of the study conducted during October-November 2011. The report is divided in four main chapters. The first chapter provide introduction of the issues, study area and background context, the second chapter informs about the employed methodologies limitations and other various aspects of the study, the third chapter explains in details about the findings of the study highlighting various aspects of child labor in study area and also a brief discussion on policy and interventions and the final chapter provides conclusion and recommends for future interventions.

1. Background

Amidst the global efforts and target for universal primary education, end of child labor, end of hunger and poverty, still millions of children are involved in employment and more specifically child labor and a significant number of children's population in the world are in hazardous forms of child labor demanding for urgent interventions. 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 14-17 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)

The Global Plan of Action on Child Labour which sets 2016 as the target date for elimination of the worst forms of child labour, the Hague Global Conference on Child Labour in 2010 and The declaration of roadmap to end child labor are key global guidelines and commitment to end all forms of child labor and give back children their childhood in full freedom, development opportunity in a safer and friendly environment.

Nepal is one of the South Asian countries 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 have 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 its 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.

In this context, CWISH (Children and Women in Social Service and Human Rights) and NYC (Narayangarh Youth Club) together with UNCEF Nepal Office, Chitawan District Development Committee Office, Bharatpur Municipality Office and Ratnanagar Municipality Office conducted a child labor study in Bharatpur, Ratnanagar municipality area and Khairahani, Bachhyauli, Darechwok and Sharadanagar villages to develop a baseline on the number and situation of child labour in order to enable the local governments and actors for designing and implementing realistic interventions targeted to end child labor problem in Chitawan.

CWISH is a national non-government organization working on the field of child labor and child protection since almost 2 decades. NYC is Chitawan based organization working for child rights and child protection including child labor since last a decade. The Chitawan DDC and Municipalities have a strong commitment on their policy and also they have been working towards promoting child friendly local governance in their respective area with particular focus on child protection. Both of the municipals have allocated resources and working on raising awareness and improving working condition of child laborers since 2004.

2. Introduction

2.1 Child Labor

Child Labor has existed in Nepal as one of the major challenges on child rights protection and promotion. Child Labor has been defined in various ways considering various social, economic, cultural and legal basis. Due to the complexities and lack of common definition of child labor and child work, gray space are in existence allowing child labor to flourish.

Defining child labor has been often varied in terms of what amount of work could be called labor and what could be called a work and socialization, often age bars are varied in different context, social and economic status of the community influences the general peoples' perception and understanding on child labor. In spite of varied definition and criteria, child labor definitions have uniformly considered the adverse effect on children's health, morality, safety, education and developmental factors. Thus, not all the works a child does fall into the category of child labor.

Child labor has been globally understood as work undertaken by children under the legal minimum working age, as well as by children above the legal minimum age but under the age of 18 under slavery like, hazardous or other exploitative conditions and considered by international treaties to be prohibited. Hazardous form of child labor is the form of work that fall into the category as determined by each country through their legal instruments. Nepal has provided a list of hazardous form of child labor sector in the annex of child labor prohibition and regulation act 2001.

Child labor is a violation of children's rights and internationally established standards such as The ILO convention on minimum age for employment 138, ILO Convention on worst form of child labor 182, ILO convention on forced labor, Convention on the Rights of Child. These international instruments are applicable to Nepal too. At domestic level, the Interim Constitution of Nepal 2063 provisions of rights of child, the child labor prohibition and regulation act together with labor act and children's welfare act has also made use of child labor as a punishable crime.

Child labor is not just a violation of law rather it affects the moral, social, physical and cognitive development of a child and often endangers their life and future preventing their educational opportunities and confining them within the will and order of employers.

Children involved in the worst forms of child labour face severe rights violations. The children are subjected to deprivation of schooling; physical and sexual abuse, including the risk of contracting sexually-transmitted diseases and HIV and AIDS; excessive working hours; injuries and work hazards; and restrictions on movement. The overwhelming majorities – an estimated 80 per cent – have migrated for work, primarily from rural to urban areas, and are therefore outside the protection of their families¹.

The causes of child labour in Nepal include poverty, food insecurity, and landlessness, widespread social acceptance of child labour alongside the demand for cheap and submissive labour, shortcomings in the education sector's provision of viable alternatives to child labour, weak enforcement of related laws and policies, the weak social protection system, and marginalization by geography, ethnicity, and caste. Gender discrimination is an important factor as parents tend to require household chores from girls more often than boys and to consider studying a higher priority for boys than for girls.

2.2 Nepal's Laws and Policies on Child Labor

Laws and Rules

As the Nepal government is party to various international convention and treaties, they are equally applicable in Chitawan. Nepal has ratified Convention on the Rights of Child (CRC) and it's both optional protocols on us of children in armed conflict and child sale and pornography. CRC provides protection to children from all forms of exploitation detrimental to the child's welfare including sexual exploitation and abuse (Articles 34 and 35).

Nepal is also party of other International instruments specifically addressing child labour include the ILO Convention 138 of 1973, also known as the Minimum Age Convention and the ILO Convention 182 of 1999, also recognized as Worst Forms of Child Labour Convention.

The Minimum Age Convention, which aims at 'achieving the total abolition of child labour' (Preamble), requires each Member (ratifying the Convention) to undertake a national policy that effectively abolishes child labour and also requires to raise progressively the minimum age for admission to employment (Article 1). Although the Convention gives leeway to the governments with less well developed economy and educational facilities to set lower minimum ages, it strongly prohibits employing children under the age of 17 years in work that is likely to jeopardize the health, safety and morals of young persons.

¹ UNICEF, ILO, World Bank (2003), Understanding Children's Work in Nepal.

The Worst Forms of Child Labour Convention, 1999 requires the Members ratifying it to take 'immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency' (Article 1). Although no specific sector of child labor is defined as 'worst forms of child labour', it includes 'forced or compulsory labour' or any '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' (Article 3(d)). On further explanation to the circumstances like to harm child, the convention has provision to make countries themselves must determine what types of work are to be tackled as hazardous work. As they do this, national bodies are guided by Paragraph 3 of Recommendation 190, which accompanies Convention No.182. This defines hazardous work as, inter alia:

- (a) work which exposes children to physical, psychological or sexual abuse;*
- b) work underground, under water, at dangerous heights or in confined spaces;*
- (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;*
- (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;*
- (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.*

The Interim Constitution of Nepal, 2007 provides for a specific set of children's rights as fundamental rights. It has guaranteed each child's rights to get nurtured, basic health and social security and right against physical, mental or any other forms of exploitation. It also prohibits children from getting employed in hazardous work (Article 22).

Children's Act 1992, which is a consolidated Act in relation to children, have defined child as an individual under the age of 16 years and have only mentioned that employing children less than 14 years is prohibited and lacks other various areas to respond on child labor. However, it obliges parents to make arrangements, according to their family economic status, to provide education, health care, sports and recreational facilities. Child Labour (Prohibition and Regulation) Act, 2000 is a specific act relating to child labour. This prohibits

children under 14 years of age from being employed and no child under 16 years is to be employed in hazardous work specified by the Act. Although the work specified in the Schedule of the Act as risky work conforms with what constitutes the 'Worst Forms of Child Labour' as per the ILO Convention 182, the age limit set by the Act is still 16 years, contrary to the State's international commitment. The Act also prohibits making children under 16 years work before 6 am and after 6 pm, more than six hours a day and more than 36 hours a week. The Act also requires the employer to provide the child with half an hour rest after each three hours of work and one-day off with pay each week. Even if the Act has not been drafted from the perspective of child domestic labour, the provisions cited above can provide some protection to child domestic workers as well.

Policies

Government of Nepal with the ratification of ILO convention 182, developed and enacted National master plan on child labor 2004-15, which was later revised and updated in 2011. The revised NMP (2011-20) is currently pending endorsement, The NMP has been updated based on three major factors: emerging potential worst forms of child labour, ILO roadmap for eliminating worst forms of child labour by 2016 and to address the weaknesses of the NMP 2004. The updated NMP for child labour will go upto 2020, with the aim of eliminating worst forms of child labour by 2016 and all forms of child labour by 2020. It envisages four strategies to achieve this goal: (i) enabling environment and prevention of child labour; (ii) supporting environment for child labour elimination; (iii) encouraging environment for child labour elimination; and (iv) sustainable environment for child labour elimination. The updated version has recognized emerging forms of child labour as worst forms of child labour, which are to be eliminated by 2016 along with other forms already recognized by the NMP in 2004.

The National Plan of Action for Children (2005-2015) also had a policy of combating child labour. Within the broader objective of protecting children from exploitation and ensuring rights of children including those of child labourers, it specifically aimed at 'reducing child labour and eradicating worst forms of child labour, *including domestic child labour*' (p. 35, emphasis added). Similarly, the Three Year National Plan recognizes child labour as one of the problems and sets the goal 'to end all types of exploitation, abuse, violence, risk and discrimination through the promotion of child-friendly environment for the physical, emotional, mental and intellectual development of the children and for the protection of the Children's Rights' (p. 317). The concept of child friendly local governance (CFLG) is being materialized with the drafting of the CFLG National Framework under the leadership of the Ministry of Local Development. Elimination of child labour is one of the indicators for any district, municipality or VDC to be declared as a child friendly district, municipality or VDC.

2.3 Study Area

The study was conducted in Bharatpur Municipality, Ratnanagar Municipality and four urbanized Villages (Darechwok, Khairahani, Bachhyuli and Sharadanagar) of Chitawan District in Nepal. Chitawan is a junction of east west and north south highway lied in southern part of mid region in Nepal. The recent population census of 2011 has identified Chitawan with population of 5,66,561 (Male-2,72,289, Female-2,94,372) with an annual growth rate 1.83 percent having 20.04 percent increased population since 2001 (CBS, 2011). The child economic activity rate is estimated at 15.98 percent, the child illiteracy rate is 7.97 percent.

The study area is considered as urban and growing semi urban area with the perspectives of modernization, infrastructure development and influx of migrant population. As the population census report with all details statistical information has not came out, the study has based itself on the available data provided by municipals, district development committee and forecasted information on the status of population by District Development Profile 2010. According to this information, the overall population status of the study area is provided in following table:

Location/Population	Bharatpur	Ratnanagar	Urbanized VDCs	Total
Household Numbers	36939	10851	11764	59554
Population Size	143836	46367	53550	243753

Source: National Housing and Population Census, 2012, Central Bureau of Statistics, Kathmandu, Nepal

Bharatpur and Ratnanagar Municipality are main two towns in Chitawan. Bharatpur signifies industrial and trade booming town in later days while Ratnanagar has been earning it's economy with tourism business. No significant study was conducted in these areas before this to identify the various facets of child labor, however in 2006 both of the municipality had conducted a survey on child domestic labor with support from CWISH and in 2001 ILO rapid assessment had estimated number of child labor in these areas. ILO Rapid Assessment on Child Domestic Workers 2001 has estimated that Bharatpur have 1099 and Ratnanagar have 455 child domestic laborers. The 2006 survey conducted by CWISH and Municipal has estimation on child labor in these area was 2000 plus including 700 child domestic workers in Bharatpur and 500 plus including 100 child domestic workers in Ratnanagar (CWISH, 2007).

The pre study assessment conducted in the study area through the consultation with key stakeholders and informants, the various forms of child labor were found in existence that includes: Hotels, Transport, Traditional Cultural Performers, Street Vendors, Child Domestic workers, Nuts Factory, Garage/Workshop, Street Children, Wood Choppers, Poultry Farming, Tobacco and Bidi Making, Ice Cream vending, Brick Kiln, Jari and Embroidery work.

3. Objective

The main objective of the survey to provide the required starting point information to inform and guide child labour project planning and implementation and provide the basis by which the interventions will be monitored and evaluated.

Specific objectives of the study:

- 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, education, geographic origin (to document the mobility of children), type of exploitation and household vulnerability;
 - ii) Best practices, challenges and lessons learned from existing anti-child labour initiatives;
 - iii) Societal attitudes, practices and behaviors 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.

Chapter II: Methodology

This study is descriptive and aims to provide an estimation of the number of children working in various forms of child labour in Bharatpur and Ratnanagar Municipalities and few other VDCs in Chitawan. The study is also an advocacy research designated to identify the current estimation, and status of working children to help on establishing benchmark and target for further interventions to end child labor. The study have employed both qualitative and quantitative methodologies and designed to establish benchmark for further interventions on child labor in study area. For the purpose of data collection in this study, review of existing laws, policies and programs have been conducted, 50 consultation meetings with community leaders; structured questionnaire based survey is conducted with 655 child laborers, 64 employers and 15 parents along with interview of key agency representative at local level.

There are four aspects on the administration of this study: pre assessment coordination and collaboration; Recruitment of Human Resources Training; Data Collection; Data analysis and Report Drafting.

1. Pre Assessment, Coordination and Collaboration

Pre-Assessment

A pre-assessment was carried out at the beginning of the survey. The main objective behind the assessment was to explore the situation of child labour in Chitawan, the perceptions of government and local stakeholders about the study, and possibilities for collaboration at local level to conduct survey. The assessment had also identified the concentration area of different child labor sector, specific problems and issues of different forms of child labor, identifying the existing local interventions and their learning. During this process, a short hour consultation was carried with the representatives of local NGOs working on child labor, government agencies and other concerned stakeholders. The pre-assessment and consultation helped to build local ownership on the study to be carried out.

During this process existing literature review was also conducted through a desk review process focusing mainly on local, national and international standards, policies and codes on child labour, as well as previous studies and researches on the same topic in the study site. The pre-assessment was conducted during May, 2011 by a team of executive program coordinator and Research Team Leader of CWISH.

Formation of Research Coordination Committee

At the beginning of the research with the objective to have local ownership and coordination among the key stakeholder agencies and local government a Research Coordination Committee was formed under the leadership of District Development Committee (DDC) of Chitawan. The 16 members research coordination committee represents both Municipalities, Nepal Police, Local NGOs, Women and Children Officer, Chamber of Commerce, Local Journalists Association, CWISH and UNICE along with various entrepreneurs association, child club network, women's network, Bar association and other civil society actors. The Research coordination committee was mainly designated for coordinating and monitoring research activities, providing governance support and access for the researcher to the institution and community as well as to provide feedback and guidance on efficient data collection and missing issues. The committee had four meetings and two times supervision in the field during data collection process. List of Research Coordination Committee members is provided in annex 1.

Orientation to Local stakeholders

A One day orientation was conducted for local ward secretaries and VDC secretaries from the study site about the research objective, its limitations and the expected cooperation from the local officers. The ward secretaries and the VDC secretaries are the main representative of local government at community level and their coordination supported to conduct 50 participatory mapping, accessing child laborers, employers and parents for interview. The orientation was conducted on 26 and 27 of July 2011 dates where 49 (45 M 4 F) ward secretaries, VDC secretaries and other local government officials have attended.

2. Recruitment and Training of Human Resources

Recruitment of Enumerators and Supervisors:

For the data collection purpose, the research coordination committee selected 12 (9-Female and 3- Male) enumerators and 3 supervisors, all female. These enumerators and supervisors were responsible for data collection through conducting participatory mapping, and detailed interview in both municipalities and VDCs. The supervisors were also responsible for key informants interview and organizing focus group consultation. Given the density and estimation of child labor problem, 8 enumerators (6-F, 2-M) and 2 supervisors were for Bharatpur Municipal and 2 VDCs and 4 enumerators (3-F, 1-M) and 1 supervisor were responsible for Ratnanagar and 2 VDCs to collect data and information.

The enumerators were intermediate passed and had knowledge and working experience on Child Right and Child Labor Issues and the supervisors were masters graduate and with a previous experience on working with children's issues especially on child labor, child rights and child protection.

Training of Enumerators and Supervisors

A two days training was held in Narayangarh Youth Club premise during 11th and 12th August, 2011 for research team members including enumerators and supervisors. The participants were educated on Children, Child Rights, Child Labor, Child Protection, Child Abuse, Child Rights Conventions and ILO conventions along with other national and international legal provisions on Child Labor. They were also trained on the purposed study process and statistical methods and requirements, questionnaires applied and purpose of questions, possible obstacles and coping skills. In this session the participants were oriented about the whole process and the tools used in survey which includes participatory mapping, detail interview, group interview, group discussion, key Informant Interview, data management and data analysis. Participants were also oriented on the ethical consideration which they should follow while collecting data. After the orientation the participants practiced the questionnaire in a pair based on 3 different questionnaires applied in the study for child worker, employer and parents. Then the questionnaire review session was also conducted where all the questionnaires filled by enumerators were reviewed one by one and made correction on mistake part. Besides the orientation the supervisors were oriented on Key Informant Interview and its process.

During this training participants shared their responsibility and also outline their job descriptions and target. Through a participatory process supervisors and enumerators outline their key responsibility, according to which the supervisor's and enumerators designated for Bharatpur and 4 VDCs were responsible for conducting 18 participatory mapping in high concentration area of 9 wards, 5 in low concentration area of 5 wards of Bharatpur Municipality and 8 mapping in 4 VDCs. Similarly the enumerators and supervisor designated for Ratnanagar Municipality were made responsible for conducting 12 mapping in high concentration area of 6 wards and 7 mappings in low concentration area of 7 wards of Ratnanagar Municipality.

Pilot Test

For the pilot testing, the participatory mapping was confirmed in ward no. 4 of Bharatpur on the date of 12th August, 2011 The mapping was facilitated by one of the supervisor designated for Bharatpur and the reporting was done by two enumerators. Other remaining

supervisors and enumerators were there to observe the methods practiced. After the pilot testing a participatory review among all the enumerators and supervisors was organized and they were provided further tips and guidance on data collection.

3. Data Collection

Participatory mapping:

Participatory Mapping Exercise was carried out in 50 locations of study area during August and September of 2011. During this exercised study team consulted with 883 (M-565, F-318) local informants who represented tole lane organizations, consumers group, social leaders, political leaders, local volunteers, child clubs and public schools, Teachers, municipalities and VDCs. The mapping exercise had been able to provide information on estimated number of child labourers in different sectors, their major problems, major causes and major origin districts.

In Person Interview:

On basis of the participatory mapping, Out of estimated 2921 child laborers, the study team has interviewed 655 (Boys-474, Girls-181), 15 parents and 64 employers were interviewed. The respondent for the detailed interview was randomly selected on the basis of an average 20 percent accessibility. In Some area researchers have to adopt convenient sampling due to the sectorial specific characteristics. For example among street children only 8 children out of 97 were interviewed, while in Embroidery industry researchers could interview 10 out of 23 children and among children doing Street Vendors 46 out of 145 were interviewed. Similarly among children working as Traditional Cultural Performers 23 out of 88 identified children were interviewed. In Chitawan, this sector includes employment as dancer, singer, traditional cultural performers in touristic area and dohori (A dual group singing – folk song) and dance bar as well. Whereas, children working in catering business did not provided them for in person interview, yet 10 children (7 Girls and 3 Boys) participated on group interview to share their experience on working catering services. During the research free and informed consent for interview was a major ethical concern, which prevented in some area to interview child participants and in some area excess the number than planned. Following Table has displayed the number of interviewed child laborers and their total number in the study area:

Sector	Total	Interviewed	Percent
Domestic Workers	768	187	24.35%
Hotel worker	639	144	22.54%
Construction worker	344	69	20.06%
Transport	287	50	17.42%
Garage/ Workshop	150	35	23.33%
Agriculture and Poultry	122	29	23.77%
Traditional Cultural Performers	88	23	26.14%
Street Vendors	145	46	31.72%
Embroidery/Jari	23	10	43.48%
Factories and Industries (Press, Furniture, Bakery, Distillery, Chalk, Tobacco)	136	44	32.35%
Street Children	97	8	8.25%
Catering Service	62	0	0.00%
Others	60	10	16.67%
Total	2921	655	22.42%

Separate structured questionnaires were employed to interview child laborers, parents and employers. The questionnaires are provided in annex. The in person interview identified further detailed information such as the various aspects of child labor including demographic information, perspectives, working condition, educational status, salaries and benefits and future perspectives of child laborers. The interview with parents and employers identified their perceived understanding and practices related to sending and employing children for work.

Group Interviews:

5 group interviews were conducted with the children. The Child Participants of this group interviews were the children who were not approached for in person interview because of the high mobility and ethical sensitivity of the child labor sector they are involved. These child laborers, such as street and jari, interviewing at work place could be risky for them due to their employers' interference and fear and for street children it could be very much disturbing to interview in open places as stigma are associated with their status. The group interview was conducted employing psychosocial model and a CWISH experienced and psychosocial counselor was assigned for conducting the group interview. Two group interview were conducted with children in street reaching 20 children (Boys-16, Girls-4); Another 2 Group Interview was conducted with children working in Jari (Embroidery Business) reaching 27 boys and another one group interview was conducted with addition 10 children (7 Girls, 3

Boys) working in various catering services. During the consultation, informants' interview and observation, it has been identified that Chitawan has very few presence of children in adult sex work based Entertainment industries such as Cabin Restaurants and Dance Bars. Rather it has been found that in many instances visitors come together with sex workers for a short stay and return back as tourist. In this context, the study team could not interview women and girls involved in this sector neither any previous study in this specific area is identified.

The Group Interview was conducted based on guide questions and the response was narrative and descriptive lived experience of participants. List of participants participated in Group Interview is not provided to maintain confidentiality of their identity. The respondents were accessed through cooperation with local NGOs working with these target groups.

Focus Group Discussions:

Two focus group discussions were carried out with employers association members and local nongovernmental organizations separately to grasp the perspectives and views on situation of child labor and possible interventions including opportunities and challenges with regards to coordination and collaboration among NGOs and employers and also possible alternatives to child labor. CWISH expert based on the guide questions conducted the FGD and the numbers of participants in FGDs were 10 (3 F 7 M) with employers and 10 (F-4, M-6) with NGOs.

Key Informants Interview:

During the study Key informants' Interviews were conducted with 19 individuals who represents various stakeholders both government and non-government sector. The interview was mainly on the issues of scenario of child labor, dynamics, causes, possible interventions, existing gaps and recommendations and conducted based on guide questions by the trained supervisors of the data collection. List of interviewee is presented in annex 3.

Intervention Mapping:

Intervention mapping was employed under this study to get an overview of the existing and potential interventions, timeline of interventions, gaps and opportunities and assess the capacity of different actors. The Intervention mapping identified the various structures, mechanisms; human resource capability, existing interventions and gaps area along with areas of strength and improvement on existing policies and programs at local level by government and non-government sector. For the intervention-mapping supervisors with support from

district coordinator interviewed local governmental and non-governmental actors involved in child labor or child protection and other potential actors on the campaign against child labor.

3. Data Analysis and Report Drafting

Data Entry and Analysis:

Participatory Mapping Exercise questionnaire data were entered in Xcel sheet and analyzed based on the research objectives. The data collected from detailed interview was analyzed using SPSS (Statistical Program for the Social Sciences) program with cross-tabbed according to the independent variables (Sex, Age, Forms of Labor, Ethnicity). The analysis of open questions and qualitative responses were conducted clubbing into a theme or problem issue applying qualitative methodologies.

Consultation on Initial Findings:

An initial finding from the survey was produced and shared in a local consultation meeting organized on the date of 26 September, 2011 among the representatives of local government, media, local NGOs and other key stakeholders. The initial findings consultation further provided feedback on required information and analysis, which to the extent possible is incorporated in this report.

Final Report Production and Sharing

Incorporating feedbacks and recommendations from initial findings consultation, a detailed report is drafted and circulated among local government, UNICEF field office and national office, from where incorporating feedbacks and suggestion provided to the extent possible, this final report is published and shared.

4. Operational Definitions

Child: Any individual aged less than 18 years.

Child labour: Child labour 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.

Employer: Person employing child with or without payment for any type of work

Worst forms of child labour: As defined by ILO Convention No. 182, all four criteria are mentioned in above chapter on Laws and Policies.

Household: A family living in the same building and using the same kitchen

Institution: Any set-up established for trade or production

Interventions: Initiatives against child labour run by NGOs, government agencies and communities

Guiding policies: National Master Plan on Child Labour, National Plan of Action for Children (2004-14), Approach Paper to the Three-Year Plan 2011/12–2013/14 and Child-Friendly Local Governance Guidelines

Guiding laws: Interim Constitution, UN Convention on the Rights of the Child (CRC), ILO Convention Nos. 138 and 182, Children’s Act 1992, Child Labour Prohibition and Regulation Act 2000.

5. Ethical Considerations

The study team considered ethical issues and the need to maintain neutrality and professional standards. The main ethical concerns considered during data collection, analysis and report writing are as follows.

- Children’s safety and best interests² was the prime concern during the surveying and interviewing of children.
- ‘Do no harm’ policies³ were applied to make sure that any actions or interventions by the survey team did not create any problem for the child, parents or employer.
- A non-threatening approach⁴ meant that this study did not conduct any legal action and no punishment would result from the exposure of negative information on child labour and no interviewee feared that legal action or punishment might be made as a result of information given.
- Immediate response was another major concern during the study. If the study team were to find any child in a condition that required immediate rescue or where continuing in his/her position as worker would entail high risk, it had to refer the case

² Children's safety and best interests are defined here as not putting children at any kind of risk of physical and/or psychological danger by collecting or accessing information.

³ The concept of ‘do no harm’ obliged the research team under strong supervision to ensure that team members did not commit any practices that may adversely affect the children's well-being.

⁴ The non-threatening approach targeted employers and parents to ensure that the information they provided would not be used against them for any legal action on child labour.

to the steering committee and coordination committee for necessary action. However, no such cases were identified during the survey.

- Maintenance of privacy and confidentiality was another consideration. Where interviewees indicated that information requested or given was 'off the record', it was considered to be background information and has not been quoted.
- CWISH's child protection policy⁵ was applied by all staff and team members working on this study.

6. Limitations

The study in itself is a descriptive study planned to benchmark the current status providing an avenue for target setting. The study finding is limited within the operational definitions applied for this study, geographical location, study period, information received from survey participants and ethical consideration applied for the study purpose.

However during the pre-assessment of the site the study team has estimated some 2100 child laborers, 1300 employers and based on this estimation it has planned to interview some 450 child laborers, 100 parents and 300 employers. Due to the various social constraints such as employers reluctance to be interviewed, child laborers' are migrant and parents are not accessible and increased in the estimated number of child laborers after participatory consultation, the study end up on interviewing 655 child labourers, 64 employers and only 15 parents were accessed.

Employers were found reluctant to participate in interview is mainly due to the stigma and fear from NGOs that could potentially put them into legal action risk. In addition to this in many informal sector employers were not confirmed and even a single employer is found with many child laborers.

Parents could not be accessed as targeted is mainly due to the lack of their time for interview and reluctances to present themselves as family sending child labourer due to the stigma associated.

Along with these limitations, children involved in adult entertainment sector could not be accessed and interviewed. This is mainly due to that the local informants could not find out

⁵ CWISH's child protection policy is available at <http://www.cwish.org.np/download-cwish-documents.html>

specific such business in Bharatpur and other area, however there is a belief that adult sex work is prevailed and very hard to detect and access them.

The study has interviewed with random convenient sampling for in person interview. Thus the number of child laborers interviewed have varied in different sectors, however efforts had been made to make the almost equal and in a range of 20 percent of estimated total number.

As the study is expected to assess the situation, estimate the number and recommend practical action, the sample size are practically representative, thus the findings of the study could be considered at maximum close to the real situation of child laborers in Chitawan district.

Chapter III: Findings

1. Estimation of Child Laborers

Various civil society actors and government agencies' representatives responsible or acting on child labor provided different estimation on number of child laborers in Chitawan during the key informants' interview. The general estimation of numbers of child laborers currently working in the study area of Chitawan was 1000 to 3000, yet the visible number of child laborers are very less to the extent few hundreds only.

Though there was no unanimous view on the number of child laborers in Chitwan, all the key informants had agreed to the fact that Chitwan in spite of having better human development index in Nepal, is one of the major dwelling areas of child laborer. With the increase in the development activities such as construction of road, establishment of industries and

"It is hard to predict a specific number of child laborers in Chitawan, what we see are only visible child laborers and they are limited to only few hundreds, where as the invisible child laborers are far more than the visible one." – **KII Participant**

hotels, the consumption of child laborer was also significantly increasing. Lack of adequate and proper information management the exact status of child labor is hard to predict in Chitawan.

This research has estimated that there are 2921 (Boys-2069/71%, Girls-852/29%) child

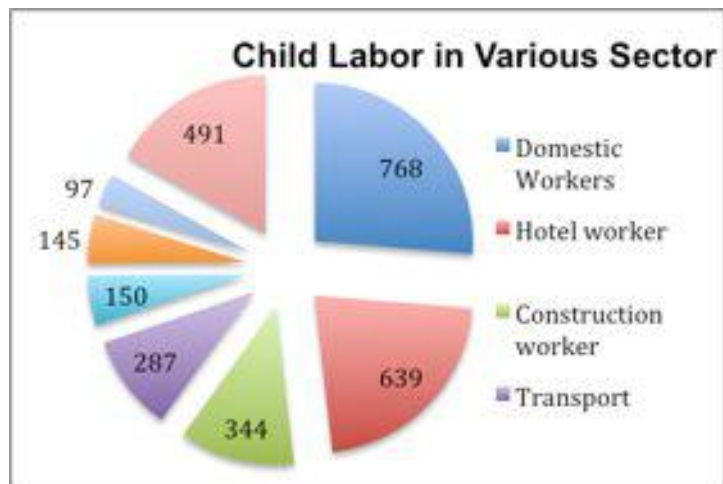
Table 2: Number Child Laborers Estimated and Interview- Locationwise				
Location	Estimation			Interview ed
	Boys	Girls	Total	
Bharatpur	1261	488	1749	355
Ratnanagar	391	189	580	152
Darechowk	90	43	133	48
Bachhyuli	127	12	139	43
Khairahani	75	0	75	30
Sharadanagar	125	120	245	27
Total	2069	852	2921	655

laborers in urban area of Chitawan District. Among which a high number 1749 child laborers are estimated to be in Bharatpur Municipal area, followed by 580 child laborers in Ratnanagar Municipal area and remaining in other four urban villages.

Sector wise the study has found that Child Laborers are identified in various 20 plus labor sectors. The largest three sector of child labor in Chitawan are Child Domestic Workers

(26%), Hotel Child Workers (22%) and Construction Sector workers (12%). Yet, Children in transport sector, Street Vendors and garages and workshop are also significantly found in the area.

In cases of child laborers provided accommodation and food facilities, child laborers working as hotel workers, working in printing press, bakery and poultry farming are also asked to perform household chore tasks for employers. In this sense a child is performing multiple task at once.



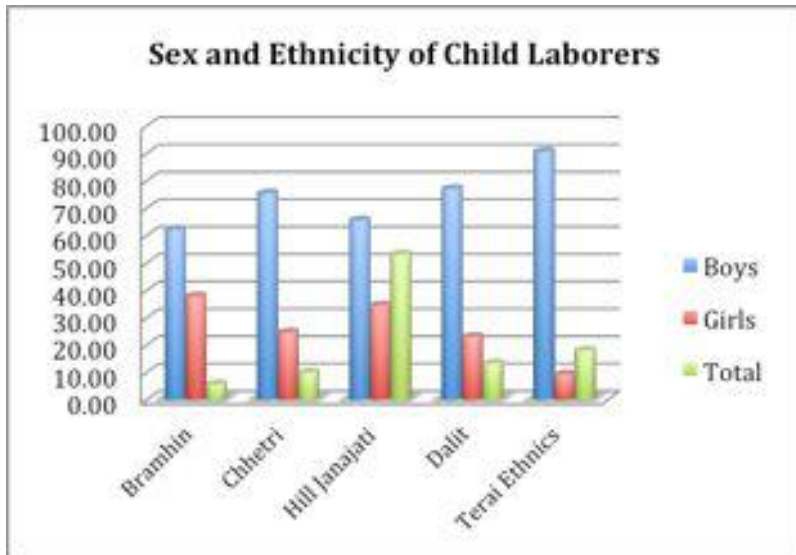
Among the 15 families interviewed, 11 have sent their boy child of under 10 years of age and 2 families have sent their boy child of age 10-13 years. They have been also found sending their girl child under 10 years age by 3 families and 1 girl child of 10 to 13 years by one family. Among these 17 children sent by 15 families into child laborers, 5 were sent to domestic work, 4 were in transport sector, 4 were in construction and Hotel, Agriculture, Street Vendors and Boating each has one child.

The study have accessed and interviewed 64 employers. These 64 employers were found employing 71 child laborers (Boys-56, Girls-15). Among which 41 (57.7%) were from janajati community, 12 (16.9%) from Dalit community, 7 (9.9%) from Madhesi community, 6 (8.5%) from Bramhin community and 5 (7 %) were from Chhetri community. Regarding the age group of child laborers, the teams found in the participant employers' workplace, 12, (Boys-11, Girl-1) were less than of 10 years; 52 (Boys-38, Girls- 14) were of 10 to 13 years of age and 7 (Boys-7) were of 14 to 17 years of age.

In Chitawan, different from other area, ratio of girls is found significantly lower e.g. less than one third of the total population of child laborers. Yet, among the child laborers, domestic workers have higher number of girls (67%) in comparison to boys (33%), with significant number in Catering Services (61%), Agriculture (43%), Street Vendors (40%), Factories and Industries (20%), Hotel Workers (17%), and Others (17%). Only Boys are found in Porter, Boating, Transport, Workshop & Garages and Embroidery. Boys are found higher than the girls in the sector of Agriculture (57%), Street Vendors (60%), Factory (80%), Hotel (83%), Construction (93%) and Cultural Performers (92%). As the findings have demonstrated that Chitawan has more formal, trade based and industrial sectors child laborers, Due to the

stereotypical gender based classification of child labor, girls might have been prevented from entering into such trade, industries, technical and formal sectors. In Domestic Work and Catering Services still Girls were found higher, which is traditionally designated to girls and women.

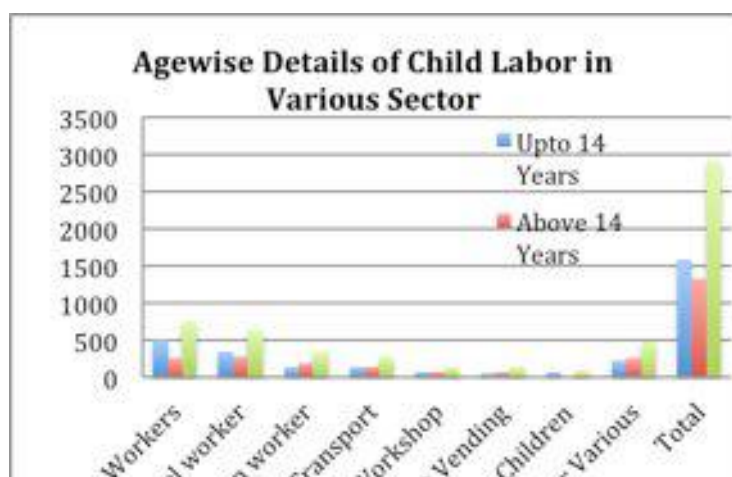
Ratio of girls was higher among the interviewed participant child laborers from Bramhin Communities than other communities. Among Barmhin it was 38 percent whereas among Hill Ethnic it was 34 percent and among Dalit and Chhetri communities it was only 24 and 23 percent respectively. Among Terai Ethnic only 9 percent girls were found among interviewed.



Ratio of girls and boys from various ethnic communities in child labor also reflects the status and perspective of girls in their respective community. The concern over the employment of different sex group in child labor reflects the respective communities' perspective towards defined role of girls and boys, towards mobility of girls and boys and also about protection concern and vulnerability perspective in those communities.

The findings that lead to identification of certain labor sector with specific occupation by boys or girls can be interpreted as an expression of social gender discrimination of child's population and also the labor sector. More technical and formal sectors and better earning sectors are found highly occupied by boys in comparison to girls who are more concentrated in informal sectors, low paying and often considered as "protected" (confined) labor sector like domestic work. The disparities in the ratio of girls' involvement in these labor sectors could be the influence of so called "protective" concept lies in various communities and the exposure towards opportunities.

Age wise 54.36 percent of child laborers in Chitawan are estimated

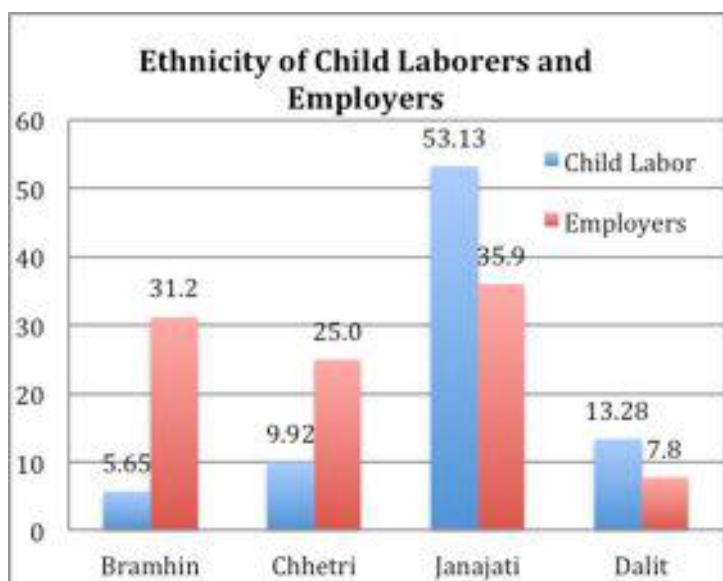


to be of less than 14 years of age and remaining are of the age group in between 14-17 years. Among the various sectors of child laborers having more numbers of children of less than 14 years are found higher in Domestic Work (66.41%), Hotel Work (55.09%), Agriculture (54.55%), Bakery (62.50%), Street Children (81.44%). All 23-child laborers identified in Embroidery/Jari Industries and all 13 child laborers identified working in printing press industries are found of less than 14 years.

Among the interviewed child laborers, 51.15 percent child laborers are under 14 years and some 9.31 percent are even less than 10 years of age. The numbers of interviewed child laborers less than 14 years of age are higher among girls with 59 percent among their total respondents while among boys it is only 48 percent. According to the ethnicity Chhetri and Hill Ethnic have lesser number of child laborers less than 14 years of age respectively 43 percent and 48 percent, whereas Bramhin community have 59 percent, Dalit have 51 percent and Terai Ethnic Community have 64 percent of children less than 14 years involved in child laborers.

According to the Nepalese legal standards employing a child of less than 14 years age is legally punishable with heavy fine and imprisonment. The child labor prohibition and regulation act 2061, and child welfare act 2048 has completely banned child labor under 14 years and conditional acceptance of employing children of 13-15 years in non hazardous labor sector. Breach of this provision may make one to pay fine upto 50 thousand rupees and sentencing imprisonment upto one year. Presence of majority of child laborers from less than 14 years and child laborers starting child labor career at an early age quite long before evidenced the violation of Nepalese law and Nepal's government commitment at international level.

In the overall estimation of child labor through community consultation, the study has found that Children from Bramhin and Chhetri Communities are comparatively low than other ethnic and cast groups of the Nepalese society. In estimation from community consultation 58.54 percent were estimated from Janajati and Madhesi, 19.03 percent were from Dalit, 13.28 percent were from Chhetri community and 9.14



percent were from Bramhin community.

Among the interviewed participant child laborers 5.56 percent were from Bramhin community, 9.92 percent from Chhetri, 53.13 percent from Hill Ethnic communities, 18.02 percent from Terai Ethnic and 13.28 percent were from Dalit Communities.

Looking at the cast group of interviewed child laborers and their working sector, it is found that children from Hilly Ethnic community has higher number in Domestic Work (64.17%), Street Vendors (34.78%), Factory Workers (43.18%), Transport (60%), Construction (52.17%), Hotel (53.47%), Agriculture (37.93%), Workshop (37.14%), Traditional Cultural Performers (82.61%). Children from Terai Ethnic were found higher in Street Vendors (36.96%), Factory (36.36%), Agriculture (27.59%), Workshop and Garages (37.14%).

The study area was identified not only as receiver and consumers of child labor, but also supply child labor in other parts of the country and city as well, yet in 22 locations out of 50-consultation area they denied of these possibilities. According to the community people participated in the consultation suggested that children are mainly sent to Kathmandu, Other Part of the City, and neighboring cities such as Hetauda, Butawal, Gorkha and Dhading.

Mostly

children were sent for Domestic Work, Hotel and in some cases to work in industries, transport and other groceries and shops.

Sex	Parents	Relatives	Employers	Friends	Others	Total
Domestic work	30	15	142	0	0	187
Hotel Workers	6	6	131	1	0	144
Construction	36	4	26	2	1	69
Transport Workers	39	2	8	1	0	50
Street Vending	17	7	6	7	9	46
Others	66	12	79	2	0	159
Total	194	46	392	13	10	655

In question asked about their birth registration, only 30.53 percent child laborers mentioned that they have birth registration and 68.70 percent mentioned they don't have. The number of child laborers saying having no birth registration is found higher among all age groups, while all child laborers of less than 6 years of age mentioned so. Comparing to various age group, more child laborers of age 14-17 years mentioned they have birth registration.

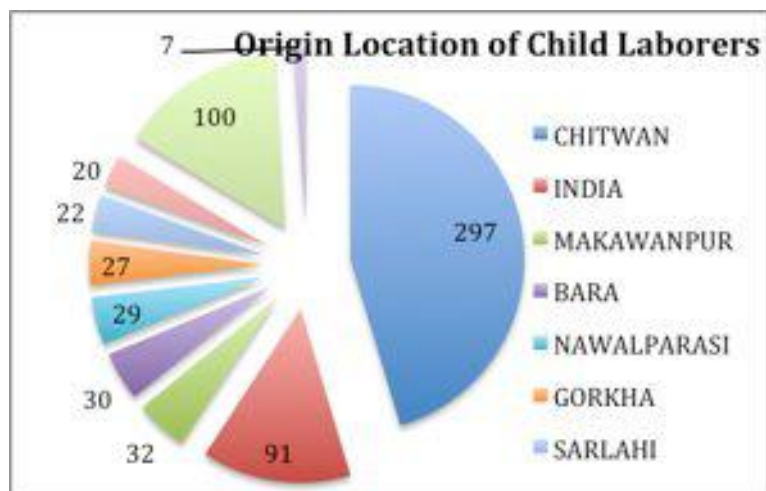
Among the interviewed child laborers 59.85 percent child laborers are living with employers and only 29.62 percent are living with parents. There is no difference on the basis of sex, age and cast among the child laborers ratio to live with employers. Yet, according to the child labor sector, child laborers living with employers are found significantly higher among child domestic workers (75.94%), Hotel Workers (90.97%), Factory (52.27%) Garages and Workshop (71.43%) and all child laborers interviewed from Embroidery sector are found living with employers.

In an overall, Urban area in Chitawan, despite of rapidly growing modernization, increased school enrollment trend of children, improved economic status of the community are also heavily burdened by the problem of child labor mostly inviting children from rural area of the same district and also supplying child laborers from poverty stricken area of urban settings.

2. Background and Families of Child Laborers

Origin Area of Child Laborer

In the community consultation, participants referred 23 various districts and location as a major **Supply Side** of child labor for Chitawan. Community of study sites suggested it is mainly rural side of Chitawan district supplies child labor e.g. with 14 percent share, followed by Parsa District- 13 percent, Bara-11 percent, India-9 Percent, Rautahat- 8 percent, Nawalparasi- 6 percent, Dhading- 6 percent, Gorkha- 5 percent, Sarlahi- 4 percent, Tanahun- 4 percent, Rolpa- 4 percent, Rukum- 3 percent, Daang- 2 percent, Lamjung- 2 percent and Sindhuli, Makawanpur, Kaski, Kanchanpur, Banke, Palpa, Humla, Gulmi and Ramechha each shares 1 percent of child labor volume in Chitawan.



According to the key informants interviewed, Child laborers are mainly coming from rural parts and slum areas of the Chitwan district and neighboring districts. They identified the neighboring districts such as Dhading, Makwanpur, Gorkha, Rautahat and even India were the actual place of origin of the child laborers working in the urban area of Chitawan.

Among the 15 parents interviewed in this study 8 were working as daily wage laborers and 7 were farmers to earn their lives; out of these 7 families have permanent home in the study site, while 4 were living in rented home and 4 were living in slums. Out of these interviewed parents, 12 were from Chitawan district and remained 3 were from other neighboring districts of Chitawan.

Among the interviewed child laborers, 45.34 percent are found from various parts of Chitawan District itself. Among the remaining 13.89 percent were found from India and districts supplying mainly child laborers to Chitawan are found Makawanpur, Bara, Nawalparasi, Gorkha, Sarlahi and Dhading. 1.07 percent child laborer could not mention where they are from.

Among the child laborers supplied from the various parts of Chitawan it is found significantly higher among boy child workers in Cultural Performing In Tourism Sector (95.65%), Transport (78%), Domestic Work (53.48%) and Agriculture Sector (51.72%). The interviewed 1 child laborer from porter and 2 working in boating are also found having home within Chitawan District.

Involvement of child laborers from rural part of the same district reflects the existing disparity on development and progress between the rural and urban parts of the district. The deepening poverty and increasing wealth and opportunity concentration in urban part of the district has opened up the avenue for influx of rural population into urban area in search of better opportunity and increased vulnerability of urban exploitation of rural. Child Labor supplied from rural to urban part can be a concrete example of this problem.

Having children of same district in child labor can be considered as an opportunity as well to intervene into problem as both of the side are governed by same local government and can have better efficient and effective intervention to reduce the gaps and promote opportunities in the supplying area.

About Family of Child Laborers

Child laborers are found mainly coming from a bigger family size with poverty stricken context, quite often having large number of children and members in the family and less earning person with less education and literacy skills. It is also found that families having more number of educated people especially more number of literate/educated female have less number of children sent to child labor.

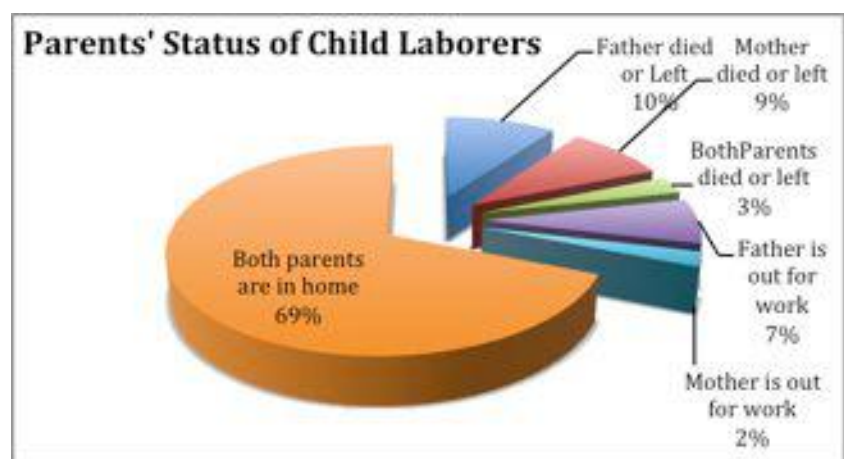
Among the interviewed parents, they have a family size of 4 members (3), 5 members (4), 6 members (5), 8 members (2) and 10 members (1). 4 parents mentioned that they have no male literate in their family and another 4 family have no female literate in the family. 2 parents mentioned they have no one literate in their family.

Interviewing child laborers also confirmed that majority of child laborers are found coming from a family having 6-10 members (58.93%), followed by 1-5 members family (36.64%) and there were child laborers coming from a family size of 11-15 members (3.36%) and more than 16 members too. The interviewed parents mentioned that they have a family size of 4 members (3), 5 members (4), 6 members (5), 8 members (2) and 10 members (1).

According to child laborers interviewed, status of education and literacy in their family is found quite low and women members are found less literate than men. According to the parents interviewed in this study, 4 parents mentioned that they have no male literate in their family and another 4 family have no female literate in the family. 2 parents mentioned they have no one literate in their family.

Child laborers families are found living with income based on farming or related labor (56.18%) followed by daily wage manual labor (33.74%), small business (7.63%) and skilled labor (1.53%). One child labor was found from a family having income from foreign employment too. The pattern prevails among child laborers involving all different sectors.

Among the interviewed child laborers 19 percent child laborers are found with cared by single parent who have lost either father or mother. 6 child laborers are found orphan and 12 child laborers are found abandoned. 69 percent child laborers have both parents at home, followed by 7.18 percent mentioned their father is away from home to get employment, and 2.29 percent mentioned mother is away from home to get employment.



Presence of large number of members to feed, less number of person to earn and involvement in manual labor with low income have been found compounded the poverty of

the family and child labor as a way to share the burden of poverty or to skip the additional expenses. In addition to this absence of caring parents or availability of single parent and abandonment of children by their family have further complexed the situation and extended it beyond concern of mere child rights violation or absence of labor standards. Increased tendency of foreign migration for labor and absence of opportunity at locality have further put children at risk of migration and involvement into labor.

Past Educational Attainment of Child Laborers

Most of the child laborers are found literate and have been to school before they enter into child labor sector. Girls are found in better position than boy child laborers for being educated or literate before they enter into child labor. Among the participant child laborers, 43.51 percent are found

completed primary education, and 21.68 percent were found also completed lower secondary school. 1.53 percent attended secondary education, while 29.47 percent have joined some

Past Educational Attainment of Child Labourers		
Educational Status	Frequency	Percent
Primary School	143	21.83%
Lower Secondary School	142	21.68%
Secondary School	10	1.53%
Literacy Programs	193	29.47%
No Educational Attainment	167	25.50%
Total	655	100.00%

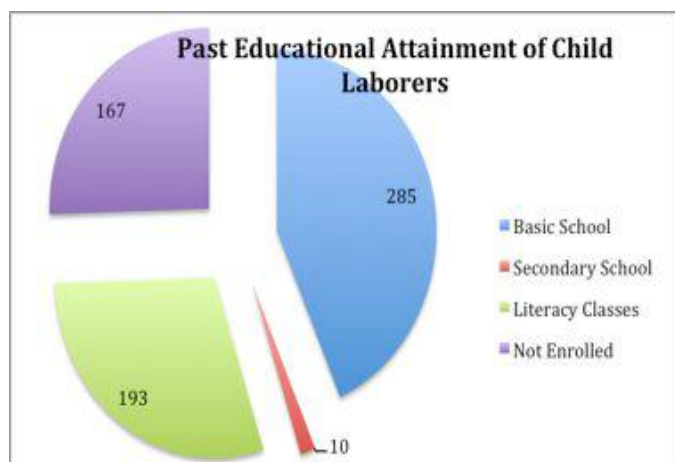
sort of non-formal education programs back in their origin.

74.50 percent child laborers participated in interviewed were identified as literate and only 25.50 percent are found illiterate. The literacy status of child laborers is found higher among girls (85.64%) than boys (70.25%). According to age group it is found higher among 14-17 years age group (75%), and lower among 5 to 9 years age group (68.42%). Among 10 to 13 years age group child laborers the volume of child laborer with literacy skill is found 74.82 percent and all 4 child laborers of less than 6 years of age are found literate of basic alphabets. Cast and ethnicity wise the literacy rate is found higher among child laborers from Bramhin communities (89.19%) and lowest between Terai ethnic and minorities (55.93%). Among Chhetri, Hill Ethnic and Dalit literacy is found 72.31 percent, 79.60 percent and 74.71 percent respectively. Sectorwise literate child laborers are found much higher among Cultural Performers (95.65%), Domestic Work (89.30%), Factory (86.36%) and Transport (76%), along with both two child laborers in boating are also found literate. The child laborers in embroidery sector are found with biggest share of illiterate children i.e.80 percent.

Among the 488 child laborers mentioned attended some sort of educational programs before joining labor force, various reasons are mentioned as factors contributing for dropped out. 43.65.percent child laborers have been dropped out due to financial crisis, 29.30 percent mentioned have lost their interest on education and 9.84 percent mentioned it is due to the reason they are forced to involve in child labor. 15.78 percent mentioned other various reasons such as school environment, family problems, parents' denial etc. 3 child laborers mentioned abusive practices in schools and 4 child laborers mentioned it is because school was not nearby. According to sex Boys are found higher e.g. 33 percent and 43 percent on losing interest in education and financial crisis as a factor to get dropped out of school, while girls are found higher (14.41%) than boys (8.49%) among forced to drop out due to involving in labor. Surprisingly only boys of the age 14-17 years mentioned that there were abusive practices in schools that made them to leave school.

Among the 15 parents identified and participated in interview in this survey, they have also mentioned several reasons for not being able to continue their child's school education. Among them, 11 parents mentioned they were not able to cover educational expenses, 6 parents thinks that school education has no meaning for future job opportunities. 3 parents mentioned it's children not to go for study. One parents mention child was getting frequently failed in same grade and another one parents mentioned that their child suffer discrimination at school.

School Drooped out children are always prone to involve in child labor and at risk of other forms of abuses including trafficking. Presence of three fourth children somehow school dropped out also evidence the role played by inefficiency of educational system and practices in promoting child labor and also signifies the role they can play to reduce and prevent it. Various problems in education sector such as costly education including supplies and stationaries, distanced school; abuse, violence and discrimination at schools are found critical factors on child labor phenomena in Chitawan too. In an overall lack of child rights respect and protection in schools and by schools in it's catchment area have somehow contributed in promoting child labor.



3. About Migration and Involvement in Child Labor

Mobility and Transition in Various Labor

The study found that new child's entry into child labor is significantly high in the study area. 68 percent interviewed child laborers mentioned that it has been just in past one year they enter into child labor and 73 percent of interviewed child laborers informed that the current area of employment is the first employment on their life. This experience evidenced that new children are increasingly at risk for entering into labor and there is need to find out what happened to those children having exit from their current child labor. The findings also suggest that the child laborers are highly mobile from one sector to another and one place to another, working short time in a place.

Among the interviewed child laborers 43.21 percent child laborers mentioned that they are involved in child labor since last 6 months to one-year period. Another 25.04 percent child laborers mentioned they have recently joined child labor since last 6 months. Among the remained 16.64 percent are found in child labor since last 1 to 2 years and 15.11 percent are found involved in since more than 2 years. The pattern is found not much different in various age group of child laborers. Though in almost all sectors identified majority of child laborers are found involved since 6 months to one year, Among factory workers, it is found that 43 percent have involved recently within past 6 months and the single child laborer interviewed from porter sector was also found involved within past 6 months of period, whereas both two child laborers interviewed from boating sector are found involved since more than 2 years.

By Sectors	No Experience	Same Sector	Formal Sector	Informal Sector	Total
Domestic work	167	12	0	8	187
Hotel Workers	100	30	1	13	144
Construction	39	4	3	23	69
Transport Workers	22	1	2	25	50
Street Vendors	36	4	6	0	46
Factories and Workshops	60	2	9	8	79
Others	52	17	6	5	80
Total	476	70	27	82	655

Among the interviewed child laborers, 72.67 percent mentioned that this is the first experience of labor involvement. Among remained, 10.69 percent have previously involved in same profession as current, 4.12 percent were involved in other formal sector and 12.52 percent were found with previous involvement in other informal sector of labor. According to the sector, among child domestic workers, who have previous experience all of them have

experience of either same sector or informal sector; child laborers in Street Vendors have previous experience of either same or formal sector. Child laborers in Agriculture sector have been found only with same sector employment.

Pulling and Pushing Factors

No child loves to work in a very early age of his/her life forgetting all the rights like right to education, right to live with the family, right to Traditional Cultural Performers etc. It means that various factors play a vital role in forcing children to leave his home and work. Number of reasons mentioned by employers, parents, children and key informants on understanding why children are employed into labor. These various participants presented their views according to their experience and perceptions.

Most of the people were below poverty line. They were not even able to satisfy their hunger, so, obviously they could not fulfill the demand of the children. Therefore, children were involved in labor to provide support to their family. – KII Participant

One of the major factors that have forced children to forget all his happiness is poverty. Income poverty disables parents and family to maintain the minimum living standards and rights of their children further in absence of social protection for

such children pushes them into child labor. 91.15 percent children and 14 out of 15 parents, irrespective of age, sex and sectors mentioned income poverty as a major factor for pushing children into child labor.

Another reason for such incident is domestic violence. When the children are ill treated in the family, when one cannot enjoy the rights, when instead of love and affection one gets hatred, pain and suffering, the children would obviously not like to stay at home. So, S/he decides to leave home. And after coming to the street, to survive one must be involved in income generating activities and consequently ends up as a child laborer. 1.98 percent of total interviewed child laborers mentioned this as a major cause for involvement into child labor.

According to survey participant Child Laborers, in addition to income poverty, the factors that pushed them into child labor are: opportunity for education (12.52%), Attraction towards urban life (11.15%) and Armed Conflict and it's impact (1.22%). Girls are found more i.e. 21 percent to mention educational opportunity as pushing factor in comparison to boys (9.28%). By Sector Child laborers in Domestic Work (26.74%) and boys in cultural program performing sector (39.13%) are found pushed into child labor due to looking for educational opportunities. No children from construction, hotel, agriculture, workshops and embroidery mentioned domestic violence as a factor for pushing them into child labor. Similarly no child

laborer from Factories, Transport, Garages and Workshop, Embroidery and cultural performing groups mentioned armed conflict as a factor for pushing them into child labor. Child laborers in Boating, Porter and Embroidery mentioned it's solely financial poverty that forced them into child labor.

Parents also mentioned reasons for sending their children into labor force, where 14 parents out of 25 mentioned financial poverty as a main reasons for sending child into labor. In addition to this another 5 parents refer opportunities of better job in urban area, 3 parents refer that other opportunities and facilities in urban life and 2 parents think it is in lure of educational opportunity for their child.

Another factor that has pushed children to labor, according to the key informants, is the lack of awareness. As argued by the key informants the family lack information regarding child rights, impact of child labor, so, families in order to improve their livelihood send their children to the labor. Since they were not aware of the rights of the child, they do not treat their children in proper manner rather, they would choose to use their children for the betterment of the family than creating a favorable environment for the children to exercise their rights to the fullest.

Another factor identified is demands by the

employers. The employers preferred children instead of adults in labor because even if they punished the children, the children would not retaliate and also that, they could be exploited as much as they wanted to and the fact would never come out.

Relatively, child laborers are easy to handle and are cheaper than the grown-ups so, the employers also prefer children to be recruited as laborer. Since, the children are also unaware about their rights and the value of their labor, they are happy to be involved as they can earn some money that can be used to improve the livelihood of their family or to meet their own necessities. Also, employers are unaware of the rights of the child and legal liability they may face if they recruit the child as the laborer. Some Key Informant shared that even though some employers were aware of all of these things, they preferred the children as the

Different Reasons of Different Actors
SUGGEST TO PUT IN ORDER OF SIGNIFICANCE
Child Laborers- Peer Influence, Pressure, Family Conflict, Attractive City Life, Interest of Education, Poverty, Large Family, Fear of Prosecution or punishment.
Parents- Income Poverty, Burden in Family, Education and Future Career, Traditional Family Loyalty.
Employers- Poor Family or Child Approach, Need of Cheap Labor, Children are better Trusted, Easy to Handle, Lack of Adult Workers, Price Competition in Market.
<i>Source: FGD & Group Interview</i>

implementation of the rules and regulations was very weak and child protection mechanism did not exist in reality.

Similarly, children end up being a laborer because of friends. When they see friends earning money and spending it on whatever they like and when they remember themselves not being able to live freely and meet a demand by the family, they would go with friends in search of the same lifestyle being enjoyed by the friends.

The other reasons as claimed by the key informants that forced children into labor were attraction of the town, natural calamities, armed conflict, lack of education and migration etc.

Supporting Person for Employment

Children are either approached by employers or facilitated by family members and parents to access employment at an early age.

Majority of the employers mentioned that they have identified and brought child laborer to their workplace by themselves (39.1%/ 25), followed by suggesting child laborers family brought them (28.1% / 18) , Approached by Child Workers themselves (15.6% / 10) and use of mediators (14.1 % / 9).

While interviewing with parents, six parents explained that they themselves have supported child to get employment, 2 parents mentioned relatives, 3 parents mentioned neighbors and villagers, 3 parents mentioned children themselves and 1 child was sent through stranger for involving in child labor. All 15 parents know where their child is working and all of them have verbal agreement with employers.

According to Child laborers various persons have supported them to be placed in child labor, such as parents (36.64%), Relatives (22.14%), Family Members (17.10%) and other mediators (12.37%). Children are found facilitated by villagers (8.24%) and Strangers (3.51%) to get placement in the current labor sector. Though almost 76 percent children are found facilitated by either parents, family members and relatives in various forms of labor, in the sector of Street Vendors, Transport, Factory, Construction, Workshops and Embroidery other mediators are found in quite significant numbers.

Yet only 89.23 percent child laborers mentioned that their parents and families are aware about where they are working and 10.23 percent child laborers mentioned they are not aware of their working place and sector. Children involved in Street Vendors (34.78%), as Hotel Workers (17.36%), in Construction Sector (10.14%), in Domestic Work (7.49%) and

Garages and Workshop (8.57%) have mentioned that their parents are not aware where they are working.

The tendency reflects the possibilities of deception to family about workplace, destination and also gaps on communication between child and families. Gaps in communication and absence of appropriate information with families about their child's living and working place further deepen the vulnerability to child laborers and reduce the opportunities to access support system.

4. Employers, Work Place and Working Condition of Child Laborers

Within the topic of *Working Condition of Child laborers*, It will be discussed about the working time, hours, periods, environment and context including contract and awareness of the parents and families of child laborers regarding the status of child laborers.

Employers and Workplace

Among the 64 employers participated in interview 43 were business person, 5 were in government service, 7 were farmers, 4 were contractors or builders, and also have one teacher, one social worker and one political leader. Cast wise out of 64, 20 were from Bramhin Communities, 16 were from Chhetri, 19 were from various Janajati, 5 were Dalit and 4 did not mention. Out of 64 employers interviewed 53 (82.8%) have permanent residence and 11 (17.2%) were found living in rented facilities in the study area.

Among the 64 interviewed employers, 40 were mentioning business as their main income source. Among other 8 have farming, 3 have hotel, 3 have construction contract and building work, 3 have poultry farming, 6 have service employment and one have house rent. 56.2 percent of these employers have a family size of 2 to 5 members, and 39.1 percent have 6 to 10 members in their family.

45 employers out of 64 e.g. 70.3 percent mentioned they have verbal agreement or oral contract regarding working conditions. Only 4 employers mentioned they have written contract and 15 employers (23.4%) mentioned they have no such agreement or contract for employing the child. Among those who have verbally contracted regarding work and working condition of child laborers, they have mentioned following issues on their contract: Working Hour (14), Nature of Work (17), Salary and Wages (28), Payment Mode (8), Recipient of Salary (5), Off days (8), Accommodation Facility (36), Facility of Clothes (31), Contact and visit with family (16), and Skill Training and educational opportunity (13).

In interview with child laborers, 27.02 percent child laborers also mentioned that don't have any verbal or written contract with employers, only 5 child laborers mentioned they have written contract and 72.21 percent mentioned the contract was verbally agreed.

Children having no contract with employers are found significantly more in Domestic Work (38.50%), Transport (26.00%), Garages and Workshop (22.86%). Among Street Vendors and Agriculture sector due to the changing and temporary employment and self employment context also significant number of child laborers mentioned that they don't have any contract with employers.

Working Hours

The Nepali legal provision has completely put ban on employing child less than 14 years old and banned to employ child less than 16 years in any hazardous form of labor. For children of 13-15 years legally allowed to be employed, the government had put several working conditions to ensure safety and protection of child and to ensure education, health, development and participation opportunities for child laborers. At the same time the point to remember is that the Nepalese legal provisions including the definition of child is not in full compliance with international accepted standards.

The working conditions put by the government of Nepal on allowed child labor age group are working hours i.e. not more than 6 hours/day, 6 days/week and continuous 3 hours at a time; Working Period i.e. not before 6 A.M. in the

morning and after 6 P.M. in the evening; Accommodation and food facilities for residential workers, education and health facilities, listing at local labor office and frequent monitoring.

Employment of Child Labor and working condition that they are working have violated these laws, rules and policies of government of Nepal. Child Laborers are found working longer hours starting quite early in the morning, finishing late in the evening and in absence of weekly off days.

My Daily Schedule
By 7 A.M.- Wake up and get Fresh
By 7:30 A.M. – Breakfast (Tea & Bread or Biscuit)
7:30-12:00 – Working Time
12:00- 1:00 – Lunch Time
1:00- 3:00- Working Time
3:00- 3:30- Tea Time with Work
3:30- 6:00- Working Time
6:00-6:30 – Snacks with Work
6:30- 10:00- Working Time
1:0-10:30- Dinner and Sleep
<i>Source- Group Interview</i>

In the experience of community leaders participated in consultation, Three out of four child laborers start their work before 6 a.m. and almost all child laborers could be found continue working even after 6 p.m. with at least one in every three child laborer have to continue the work even after 8 p.m. According to them Domestic Workers, Transport workers and hotel workers children are in majority of starting work before 6 a.m. and continuing even after 6 p.m. whereas domestic workers and hotel workers even continue work after 8 p.m. till late night.

Through the interview with child laborers, the study found that 31.91 percent children were working before 6 a.m. followed by 58.47 percent started work during 6 to 8 a.m. and 9.62 percent after 8 a.m. Almost all of these child laborers end their working day only after 6 P.M. among which 13.13 percent can only finish their work after 10 P.M., 36.18 percent finished during 8 to 10 P.M. and 50.69 percent finished by 6 to 8 P.M. in the evening.

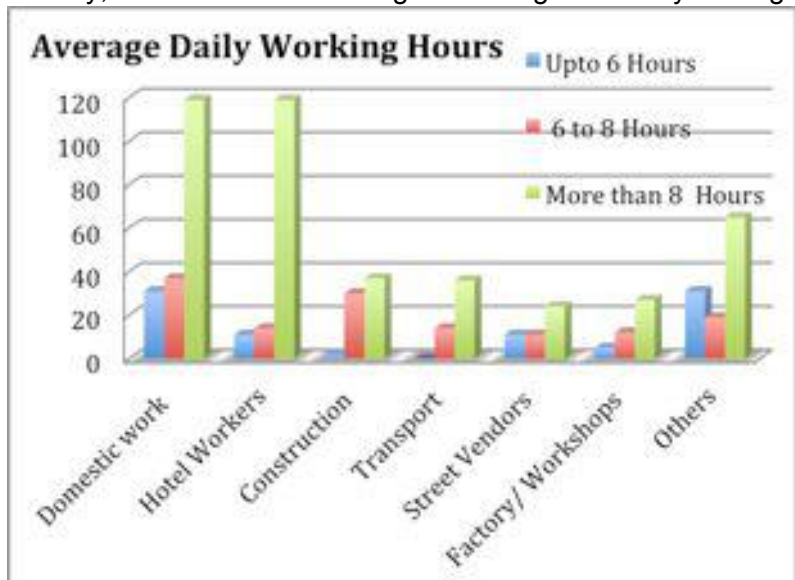
Yet the majority child laborers in almost all sectors were identified starting their work in between 6 to 8 a.m., among child laborers from Factory (31.82%) and Construction (40.58%) are found starting work after 8 a.m.

Though the majority i.e. 50.69 percent child laborers mentioned 6 to 8 P.M. as general time for finishing work, among Child Domestic Workers (66.31%) and Hotel Child Laborers (50.69%) it is usually 8 to 10 P.M. In addition to this 34.72 percent of child laborers from Hotel sector, 50 percent child laborers from Embroidery sector and 78.26 percent of boys child laborers from Traditional Cultural Performers sector mentioned that they finish their work only after 10 P.M. None of the Child Laborers in Porter, Boating, Street Vendors, Factory, Transport and Construction mentioned that they have to work even after 10 P.M.

Similarly, about working hours community leaders participating in community consultation had the perception that only one in every ten child laborers may privileged to work less than 6 hours a day and nine could be found working beyond 6 hours, where two third could be found even working more than 8 hours a day. They suggested child domestic workers, hotel workers, transport, garages and workshops and Street Vendors child laborers have majority working for longer hours than other sectors. Interview with child laborers also confirmed this with sharing that 43.05 percent child laborers are found working 8 to 10 hours daily and almost only 14 percent child laborers are found working less than 6 hours a day. 20.92 percent child laborers are found working 6 to 8 hours every day and 22.14 percent child laborers mentioned they work more than 10 hours everyday.

Among the children working less than 6 hours and 6 to 8 hours there is not much different among boys and girls, but number of child laborers working 8 to 10 hours are found higher among girls with 50.83 percent in comparison to Boys with 40.08 percent, while ratio of child laborers working more than 10 hours each day are found higher among boys with 24.89 percent than girls with 14.92 percent.

Comparing among various age groups of child laborers no child is found under 6 years of age working more than 10 hours a day, whereas it is found higher among 10 to 13 years age group working such working hour with 26.64 percent in comparison with children of age group 14 to 17 years with 20.94 percent. Child laborers working 8 to 10 hours a day is found 47.37 percent among 5 to 9 years children, 37.96 percent among 10-13 years children and 46.88 percent among children 14-17 years of age



group along with 1 child laborer. Children working 6 to 8 hours each day are found 22.19 percent among 14-17 years age group, 19.71 percent among 10-13 years age group and 17.54 percent among 5 to 9 years of age group.

According to sector, among child laborers in embroidery sector all are found working more than 8 hours a day, with 60 percent more than 10 hours a day. Similarly 45.14 percent of hotel child laborers are found working more than 10 hours a day and 37.50 percent of them are found working 8 to 10 hours a day. Among Street Vendors doing child laborers too 26.09 percent are found working 8 to 10 hours and another 26.09 percent are found working more than 10 hours a day. For Child Domestic Workers (52.41%), Factories (43.18%), Transport (48%), Construction (39.13%), Garages and Workshop (65.71%), and Agriculture (31.03%) child laborers are found working 8 to 10 hours every day. In Construction (43.48%) and Agriculture (41.38%) many child laborers are found working 6 to 8 hours a day. Among Traditional Cultural Performers sector 95.65 percent boy child laborers reported working upto 6 hours a day only.

Working Environment and Safety

Child Laborers identified in the study are mostly found working in hazardous and unsafe working environment ultimately creating physical, psychological, emotional and developmental harms for the children involved in labor. In addition to long working hours, slavery like conditions, absence of educational and health services, children are found working in very risky conditions. The study found that the number of children working with machines, in sell and use of tobacco and alcohols, work with electricity and wires and fire counts 60.46 percent (e.g.396/655). In community consultation, participants had the perception that almost all child laborers could be found working in risky and hazardous environment. According to them many suffer some sort of violence and abusive behaviors such as scolding and or sometime slapping to make child laborers disciplined and working, which has been socially accepted.

Risk of Workplace	Frequency	Percent
Dark	39	5.95%
Play with Machines	55	8.40%
Temperature Fluctuating	311	47.48%
Work on Altitude	42	6.41%
Wild Animal Attacks Risk	21	3.21%
Play with Electricity and Wires	38	5.80%
Play with Knives	297	45.34%
Play with Fires	171	26.11%
Isolated Workplace	41	6.26%
Sell and Use of Tobacco and Alcohols	11	1.68%
Others	18	2.75%
Total	655	100.00%

According to key informants interviewed, besides employing children with responsibility of household works, serving foods and taking care of babies and elderly people, they are also involved in work where they have to work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy load such as brick industries, as porter, road construction. These works are considered as worst form of child labor as while working there they are not only deprived of their basic right such as education, living with family, but also are in a high risk of adversely affecting their physical, mental and spiritual growth. It is also

<u>We Don't Like of Our Work</u>
Schools and Education hampers; Have to Wake quite early and go to bed quite late; Employers scold, slap and beat; Customers misbehave with us; Employers delay on paying salary; Disputes and Quarrels with and between Friends; Less food to eat and often work and sleep without being full in stomach; Gave us used clothes and prevents from contacting family and friends.
<i>Source- Group Interview</i>

shared by the participants that in the name of apprenticeship for the children, the owners of motorcycle and auto workshops were exploiting the children. Many children who had come in search of job to Chitawan are wandering on the street with no job as well.

The study participant parents mentioned that they have received complaints from their child about the employers and workplaces. Complaints made by child laborers to their parents were: lack of adequate accommodation, Lack of adequate clothes, Discrimination on food, Scolded, beaten, involved in bad works, not allowed to meet with friends and no timely payment of wages and salary. When parents received complain from their working children, 7 parents counseled and resend their child to same work/workplace, 2 parents visited employers and consulted about the complain, One parent ignored and another consulted with the mediators who helped getting employed.

Child laborers were also asked about their working environment, where they have mentioned number of hazardous environment for them such as Temperature Fluctuating (47.48%), playing with knives and sharp objects (45.34%), Play with Fire (26.11%), Risk of Road Accidents (18.47%). Among Child Domestic Workers, many child laborers mentioned play with knives and sharp objects (65.78%), play with fire (43.32%) and isolated workplace (11.76%) along with Too Hot and Cold Climate (48.66%). Many Child Laborers from Street Vendors Sector mentioned Road Accident Risk (76.09%), Playing with Knives and Sharp Objects (15.22%) along with Too Hot or Too Cold Climate (23.91%). Child Laborers from Factories and Industries sector mentioned Dark Place (15.91%), Playing with Machines (29.55%), Risk of Road Accidents (9.09%), Playing with Knives and Sharp Objects (36.36%), Playing with Fire (15.91%) and Too Hot or Cold Climate (29.55%). 94 percent of Transport sector child laborers mentioned risk of road accident and 50 percent mentioned too hot or too cold climate as describing their working environment. Among Construction Workers Child Laborers, 24.64 percent mentioned playing with machines, 56.52 percent mentioned working in a place at much altitude, 14.49 percent mentioned playing with electricity and wires, 18.84 percent mentioned playing with knives and sharp objects along with have to work in too cold or hot climate by 60.87 percent. Child Laborers from hotel sector described workplace with playing with knives and sharp objects (65.97%), playing with fires (54.86%) together with to work in too cold or hot environment (59.03%). Among the Agriculture sector child laborers, 10.34 percent mentioned dark place, 24.14 percent mentioned isolated place, 27.59 percent mentioned playing with knives and sharp objects and 66.97 percent mentioned working environment is too hot or too cold. Children working in Garages and Workshop mentioned playing with machines (42.86%), Playing with electricity and wires (42.86%), playing with knives and sharp objects (51.43%) and too hot or cold

climate (34.39%) to describe their working environment. Child laborers from embroidery sector mentioned dark place (60%), playing with machines (20%) and too hot or cold climate (60%) and 78.26 percent of Children working in Traditional Cultural Performers business mentioned that they feel risk of wild animal attacks on their way to and from work place.

24 percent of interviewed child laborers mentioned that they have suffered health problems after involving in labor sector. Among various health problems they suffered 5.19 percent have suffered accidental injuries, each 1.53 percent have suffered problems related with eye and ear, 3.21 percent have suffered problems related with Gastro, 1.22 percent have suffered throat problems and 1.07 percent have suffered nerves problem, while 10.23 percent have suffered other various health problems. An accidental injury is found quite significant health consequences among child laborers in Transport (20%), Construction (15.94%), Agriculture (6.90%), and Garages and Workshops (8.57%). Gastro and Abdominal related problems are found more among child laborers from Agriculture sector (20.69%). Single interviewed child from porter sector mentioned that he had suffered from problem related with Nerves.

5. About Facilities at Work Place

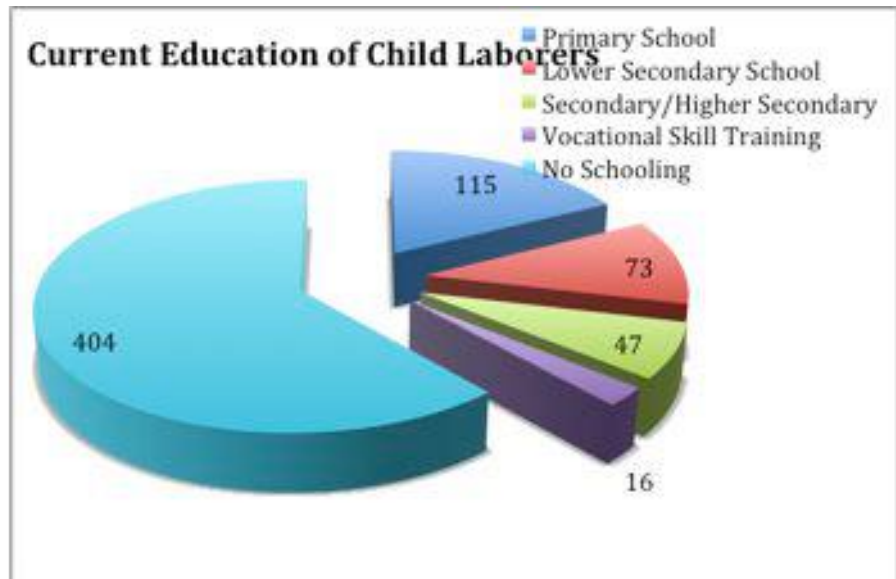
Though the various international conventions and domestic legal and policy standards have confirmed that child laborers should be provided all basic rights even at their working place and state are obliged to ensure they access education, health, participation and protection facilities at work place, child laborers in Chitawan were not sufficiently and satisfactorily provided these rights.

<p style="text-align: center;"><u>We like of our Workplace</u></p> <p>Opportunity to play, study and meet friends; Got some financial gain; Got new friends; Became stronger and resilient; Shelter, food and care at workplace.</p> <p style="text-align: right;"><i>Source: Group Interview</i></p>
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According to participants of community consultation, only few child laborers may have got educational opportunities, less than half of them may have accessed health services and may be two among hundred of them may have accessed protection, programs and services from government and non-government organization. According to them at least one in every five child laborers in the study site are unpaid and at least one fourth of child laborers are living with bad behaving employers, Whereas one third child laborers also could be found satisfied and are living with some sort of good behaving employers.

Educational and Skill Training Opportunities

Though 73 percent of child laborers were educated before joining work and 13 percent child laborers have involved in child labor in search of educational opportunities, only 38 percent of child laborers were provided educational opportunities at work place and 62 percent child laborers among interviewed has mentioned that they are denied of educational opportunities at work place. Child laborers mentioned having educational opportunities at work place were found 17.56 percent studying at Primary School, 11.15 percent studying at Lower Secondary School and 7.18 percent studying at secondary and higher secondary education. Only 2.44 percent child laborers are found engaged in vocational skill training.



Ratio of child laborers with educational opportunities at work place was found higher among Girl Child Laborers than boys. The number of child laborers not accessing education is 48.07 percent among girls and 66.88 percent among boys, yet no girls were found in vocational skill training. Higher the age group lower the range of child laborers accessing school education is found, among child laborers less than 6 years of age no child laborers were found out of school, among 5-9 years age group 43.86 percent were found out of school, among 10-13 years 59.85 percent were found out of school and among 14-17 years 67.19 percent were found out of school. Among the age group 14-17 years 15 percent were never been to school and 85 percent were also found dropped out from educational program in their past history of educational attainment. Child laborers in Domestic Work, Street Vendors, Factories and Industries, Agriculture and Cultural Performing Groups are found better in number than other sectors in enjoying educational opportunities.

Yet, 38 percent child laborers mentioned they were provided educational opportunities at workplace, among them 18 percent did not mention who have financed or supported for their educational opportunities. For others, on financing and supporting their educational expenses, 47.81 percent were found supported by employers, were 22.71 percent were by

their own parents and 9.16 percent have to cover it from their own income. 2.39 percent child laborers mentioned NGOs as supporter for their educational costs.

Mostly among child laborers working and living with employers, educational expenses were found either covered by employers or by own self and for child laborers working but living with employers parents are found main supporter for their education. Child Laborers mentioning employers supported them on financing their educational expenses were found higher among Domestic Workers (88.39%), Hotel (69.23%), Garages and Workshop (16.67%). Child Laborers themselves were found managing their educational expenses higher among Agriculture (30.77%) and cultural performing groups (41%). Parents of child laborers paying their educational expenses were found higher among Street Vendors (78.57%), Factories and Industries (53.33%), Transport (31.58%), Agriculture (46.15%) and cultural performing groups (55%). NGOs were found providing support to various other sectors of child laborers on attaining school education and or vocational skill training.

Interview with parents also confirmed that almost three fourth ratio of child laborers are not provided educational opportunities. Out of 15 parents, 11 parents mentioned that their child is not sent to school or vocational training opportunity. 3 parents mentioned their children have been enrolled in school and one parent mentioned their child was sent to non-formal education program. All 3 parents mentioning their child is enrolled in school have also explained that the educational expenses were covered by employers themselves but they also explained that these child laborers were not paid.

According to key informants' sharing, even those working children, who were attending school, often come late. Besides, they were not allowed to come out of the working place, unless the work was completed. That is why, the provision of coaching and tuition was also not beneficial for such children, as even in tuition and coaching either they did not come or they came very late. This is how their right to education has been violated.

Salary and Wages

Child Laborers are significant in number mentioning unpaid, and those paid are also found very less paid. According to the community leaders participated in community consultation, at least one in every five child laborers may not get salary and a majority earns around One thousand rupees a month, though there are very few child laborers who earn more than four thousand rupees a month as well.. According to key informants, child laborers are paid less because they can not claim the standard wages and can not raise voice on that at the same time employer justify their physical capacity and growth as less capable and less productive while paying.

Almost 75 percent of interviewed child laborers mentioned that they are given salary and almost all of them mentioned that their salaries are paid in cash. Yet, the range of salary is quite varied according to age, sex and sector of child labor. The salaries provided to child laborers are found not standard as per the minimum wage fixed at local and national level. There were only 12.06 percent child laborers receiving an average monthly salary of Rs.5000 plus. Similarly another 20 percent reported receiving Rs.2000 to Rs.5000 a month, another 22.60 percent mentioned Rs.1000 to Rs.2000 as monthly income amount, 8.85 percent mentioned Rs.500 to Rs.1000 income in a month, 9.16 percent mentioned Rs.200 to Rs.500 a month income and 2.60 percent mentioned less than 200 rupees income in a month. No Girl child labor found mentioning earning Rs.5000 plus a month, while the number is 16.67 percent among boys, similarly even number of child laborers earning Rs.2000 to Rs.5000 a month is found triple times more among boys (24.47%) than girls (8.29%), Whereas on the range of monthly income decreasing from Rs.2000, Girls are found higher (24.86%, 9.94%, 10.50% and 4.42%) than boys (21.73%, 8.44%, 8.65% and 1.90%). The salary range is also found increasing as the age group of child laborers increased.

The formal sector employed child laborers are found better paid than the informal sector employed or self-employed child laborers, however there are some variations according to the child labor sector on receiving better income.

The number of child laborers with unpaid are found higher with significant number in Child Domestic Workers (55.61%), Street Vendors (41.30%), Hotel (11.81%), Workshop (34.29%) and Embroidery (10%).

Child laborers are paid mostly in monthly basis. 53.89 percent child laborers mentioned that they are paid every month. There were child laborers mentioning salary paid on daily basis (14.66%), Weekly (0.92%) and Annually (4.12%) as well. The trend is found equally applied in all sectors of child labor. 30 percent of child laborers in Embroidery sector mentioned they are annually paid and Among Agriculture sector, Street Vendors, Transport, Factory and Construction Daily wage workers were found significantly more e.g. 48.28 percent, 36.96 percent, 50 percent, 29.55 percent respectively.

55.27 percent child laborers mentioned that they receive their wage and salary by themselves and 14.96 percent child laborers mentioned their parents received their salary followed by Family Members (4.27%) and Other Person (0.76%). Number of child laborers mentioning salary received by parents is found higher among Girls (26.52%) than Boys (10.55%) and child laborers mentioning receiving salary by oneself is lower among girls (27.07%) than boys (66.03%). Parents mostly receive younger child's wages and salaries

and older children are able to receive their income salary by themselves. The study did not find any significant difference in terms of cast and child labor sector in terms of control over salaries and income of child laborers.

Child Laborers Parents' experience also confirmed similar trend as out of 15 parents only 12 mentioned that their child get paid. Among the 12 parents mentioning their child get salary, all of them were paid in cash. 4 parents mentioned they receive less than 1000 rupees a month, another 4 mentioned receiving 1000 to 2000 rupees a month and another 4 were mentioning receiving up to 5000 rupees a month. 9 parents receive salary monthly, 1 receives yearly and 2 receive daily wages. According to parents, 10 parents mentioned they receive their child income and 2 parents receive child's income or salary.

Day Off and Leave Facilities

Child Laborers are found denied of regular weekly day off and various occasional leave facilities. According to community leaders and members only those child laborers engaged in formal trade and industries may have such leave facilities, which is less than 5 percent in number. Leave and Weekly Day Off are important rights of workers and more important for child laborers to enjoy their freedom, get in touch with family and friends. This is also provision of child labor prohibition and regulation act of Nepal.

In the study, 51.76 percent of child laborers mentioned that they do not have any leave facilities at work place. 26.26 percent mentioned they get off from work during major festivals, 12.06 percent mentioned during sickness or health problem and only 8.09 percent mentioned they get weekly off day and 1.83 percent they have off day on monthly basis.

Child laborers working in Boating sector (50%), Factories and Industries (25%), Garages and Workshops (45.71%) and Embroidery (60%) are found having weekly off day facilities. Child Laborers working Factories and Industries (11.36%) are found having monthly leave facilities. Children working in cultural performing groups are found getting off only during health sickness.

While talking to parents of child laborers, 6 parents out of 15 interviewed mentioned their child get no such holidays. Among others mentioning child getting off day, they mentioned they get off day on monthly basis (2), During Festival (2), During Health Sickness (3) and others (2).

Regarding the contact and communication with their children, 3 parents mentioned that they have not been in contact with their children since they had been to employment. 11 parents

mentioned sometime they have contact and one parents mentioned he met with his child laborer monthly. About the means and methods of getting in touch with employed children, 11 parents mentioned they get in touch through telephone and one is through villagers.

Health Services and Facilities

Working at a work place that has lot of potentials to harm physically and psychologically affects the health of the child. The study has found that child laborers are found completely out of occupational health and safety consideration. Child laborers due to the involvement in labor at an early age have suffered with various health hazards.

The study has found that 24 percent of child laborers have suffered some sort of health problems after the involvement into work. The health consequences were found higher among boys, elder children, transport, factories and construction workers. Children with growing age started to feel number of health problems due to long hour and hazardous work involvement.

Talking with parents, 3 parents mentioned that their child have got health problems after involvement in work. They have suffered accident, stomach and ear problem. 10 parents mentioned that employers of their working children have agreed to cover health service related expenses of the working child.

Regarding the health service accessibility and facilities at workplace, child laborers mentioned 68.85 percent nearby chemist, 26.72 percent Doctors and 4.12 percent goes nowhere for health services. No child labor mentioned they visit faith healers. The trend is found not much different across all forms of child labor sector.

64.27 percent of child laborers mentioned that their health facilities expenses are usually covered by employers, 20.15 percent are by parents and 13.89 percent manage it by themselves. One child is found mentioning supported by local NGOs. Employers were identified as major financier for health services are found in Domestic Work (86.10%), Factories and Industries (54.55%), Hotel (90.97%), Garages and Workshop (77.14%) and Embroidery (80%). In Agriculture (48.28%), Street Vendors (45.65%) and cultural performing group (73.91%) parents were found mostly managing health expenses.

Care and Protection at Workplace

With the increased awareness and social monitoring and improved understanding among employers, child laborers have also found some support, care and protection at work place,

yet the incidents of harmful practices; exploitation, violence, discrimination and abuse are rampant with child labor.

Various reports have shown that when the children are away from the family they are vulnerable to all kinds of abuses, exploitations and ill treatment. And this is true even in the case of child laborer. When the child laborers are away from the family, they may have to face sexual exploitation, ill treatment and violent behavior from the elders etc. So, due to this the children may go into traumatic stage and in his/her whole life s/he may never be as creative and enthusiastic as before. Similarly, when the children make small mistakes, they are scolded or beaten badly as they cannot raise the voice against such act. So, as a result of such abusive and violence practices, the physical growth of the children is severely hampered.

Parents of child laborers mentioned receiving both complaint and compliments from their employed children regarding their work and working conditions. Regarding the compliments about their work and working conditions, child laborers reported to their parents were: Easy and less work (10), Provision of leisure period/time (9), No discrimination on food, clothes and accommodation (5), Got educational opportunity (3), Allows to meet with friends and family (2), protects or defend when other person mistreat them (2).

Child Laborers have shared experiences of hates and discrimination at work place. 46 percent mentioned that they have been scolded, 5.19 percent mentioned they have been beaten, 4 child laborers mentioned they were not paid their wage and salaries.

In spite of all these situation child laborers in Chitawan think they have some one to care and protect them from harms and risks. Only 3 child laborers are found mentioning that they have no one to care and love them at workplace. 59.24 percent child laborers mentioned employer or the spouse of employer as loving and caring person at work place and 17.10 percent have found friends as supportive person at workplace. 7.63 percent mentioned employers' children as a supportive person. Girls were found more than boys with employers' family and spouse as persons caring at workplace and boys were found mentioning more friends than girls. Younger children (upto 10 years) have been found more than other age group children finding employers children more supportive and children from age group 14-17 years are found more mentioning friends as supportive and caring person. Employers and or Employer's Spouse are found as mostly caring and supporting person in Domestic Work (74.33%), Factories (45.45%), Construction (49.28%), Hotel (82.64%) and Garages and Workshops (57.14%). Friends are found at significant position to support and provide care for child laborers in Street Vendors (34.78%) and Agriculture (31.03%).

There were varied ways of expressing care, affection and support to child laborers at workplace. 70 percent child laborers mentioned Sweet Talking, 49 percent mentioned Giving good foods, 15 percent mentioned giving new clothes, 8 percent mentioned taking around for tour, 9 percent mentioned supporting in study and 28 percent mentioned helping to finish work.

6. Future Aim and Plan of Child Laborers

Child Laborers and their parents have lot of dreams about their future and future life. Child laborers mentioned number of position and profession as their future career such as Skilled Workers (Carpenters, Cook, Electrician, Embroidery, Plumber, Driver, painter and mechanics), Artists (Dancer, Musician, Singer), Sportsperson (Football Player, Cricketer), Business person (Hotel, Contractors, Groceries, Tailor, Garage, Welding Workshops), Farmers, Security Personnel (Police and Military), obtained further study and access a high skilled and good earning job. Child laborers are found influenced by their current workplace, employer's social, economic and professional status and television and movies while choosing their future career.

Child Laborers' Future Aim

Carpenter, Football Player, Tourist Guide, Skilled Workshop Worker, Businessperson, Contractor, Cook, Cycle Mechanics, Dancer, Doctor, Driver, Electrician, Plumber, Engineer, Skilled Fashion Designer, Farmer, Government Employee, Foreign Employment, Hotel Workers, Teacher, Actor/Actress, Nurse, Painter, Police, Singer, Social Workers, Tailor Master, Waiter, Agro-Technician, Military, Open Garages, Run own grill workshop, Run Saloon, Poultry Farming, Banker and to have further study.

Though child laborers have these dreams, only a small portion of them think they could get out of work and then go for their career. Only 47 percent of child laborers mentioned that they are interested to come out from labor and reintegrate in the family with further opportunities, whereas 53 percent showed no interest to be withdrawn from work and reintegrate in the family. Child laborers have mentioned income generation program support (21.07%), Vocational Skill Training (13.28%), School Education Support (10.53%) and Family Counseling (1.98%) as required support to be withdrawn and reintegrated in family. The required support are found similar across all sectors, age and sex group of child

laborers, but number of child laborers not interested to be withdrawn is found higher among boys (55.49%) than Girls (46.41%).

Out of 15 parents of child laborers consulted in this study, 7 wants to take back their child from work and continue their education, while 8 were found not interested to withdraw their children from labor force. In another question regarding the support that could be beneficial for them to withdraw from work and stay in the family, 7 parents identified income generation program, 5 identified vocational skill training for youth and adult members of the family and 2 parents requested for school education support for their children. About the possible obstacle factors on withdrawing and staying with family, 6 parents mentioned extreme income poverty, 4 parents mentioned better condition and life of the city and one parents mentioned that the child has no biological parents.

27 percent of child laborers mentioned that there is no any obstacles or risk for them to reintegrate in the family and coming out from the workforce. 49.62 percent mentioned extreme financial poverty, 19.39 percent mentioned used to of urban life and 1.68 percent mentioned domestic violence could be major factors to adversely affect them in reintegration and withdrawal from labor. However child laborers in all sector, sex and age group mention these factors almost consistently, Child laborers from Street Vendors, Hotel and Garages and Workshops mentioned Used to of urban life much significantly than others as blocking factors for reintegration.

7. Knowledge and Perspectives on Rights and Issues

Existing knowledge and information about child rights, child labor and protection skills affects the choice made by community, employers, parents and children themselves. The reflection of recommendation, interest of freeing from labor exploitation and knowledge about existing services are pertinent in terms of making self-decision. Therefore, this study has explored the knowledge, perspective and understanding about child rights and child labor issues among community leaders, employers, parents and child laborers themselves.

Knowledge About Child Rights and Child Labor

Knowledge on child rights and child labor are found very less among child laborers and their parents including community. Only 42.60 percent of child laborers (Boys-38.40%, Girls-53.59%) and no parents claimed having knowledge of child rights, whereas among employers 79.70 percent claimed aware on child rights.

Defining child rights among child laborers and community people is also very much limited. Among community leaders participated in community consultation, only 57 percent

participant know and only 56 percent participants supports the idea to consider all individuals under 18 years are children; 70 percent participants claim knowing of children's right to life and health and only 64 percent supports the idea, 53 percent mentioned they know the children's right to education and development and 54 percent supports the idea; 68 percent participants claim informed about children's right to protection from abuse and violence but only 60 percent supports the idea; though 61 percent participants claimed aware of children's right to participation and organization, only 50 percent supports the idea. Similar type of

Children's Understanding About Child Rights	
	Doing good things for children, provide shelter for missing children, love and affection for children, parents have to care the child, fulfill requirements and needs of a child, provide protection for child, Children's right to food and clothes, Children's right to education, rights of a person under 16 years, children's right to play.

understanding was reflected among children's understanding as well. According to the community people the contradiction on age definition to be able to get citizenship i.e. 16 years and the standard definition of 18 years and also for legal prosecution consideration of a person after 16 years is mature are key problems on understanding and defining who is child and who is not. This clearly reflects that the community level knowledge about child rights is very much limited to survival and education whereas participation and protection issues are not very much seriously considered in community and among children.

In another concern about their knowledge on child labor 26.41 percent child laborers (Boys-25.32%, Girls-29.28%) claimed aware of legal provisions that under 14 years child labor is prohibited and only 34.22 percent (Boys- 32.49%, Girls- 38.67%) mentioned that they think the provision is good. Among parents nobody mentioned that they are aware of the legal provision that less than 14 years child labor is prohibited and only 3 parents out of 15 supported such provision. According to the parents and child laborers, child can perform some work that has to be better defined, there is no option for children abandoned or orphan, Parents' poverty cannot keep on children at home and some children themselves interested to go to better city, which cannot be prevented. Mainly financial income poverty, attraction to city/urban life opportunities and concept of child can perform some work according to their age and lack of understanding on severe effect for future of the child and harms from involving on child labor at an early age were found as key for choosing child labor option among parents and child laborers.

Among the community leaders participated in community consultation, In case of illegality of under 14 years child labor, 63 percent participants claimed of known to this provision, but only 51 percent supports such provision and about the limitations on employing children of 13-15 years age group 47 percent claimed known and only 44 percent participants were found supporting the idea. Same as among parents and child laborers views community leaders also have a conception that poverty of the family of child laborers are inevitable and involving in child labor may contribute to support family's financial needs, according to them exposure to a better community and modern development may open the future career opportunities for child laborers which is not available in rural area. They also suggested the need of strong monitoring on whether children are involved in work according to their physical capacity or not, and whether they are provided adequate rest and leisure time in between of work or not.

Among employers 73.4 percent claimed aware of legal provision and 87.3 percent supports the legal provision principally; yet contradictorily it is found more than half of the total population of child laborers are below 14 years. Employers in a focus group discussion mentioned several reasons for this irony, according to them: lack of adult workers interested on these labor sectors, inability of trade and industries to pay better salary and follow standards labor rights provisions, fear of anarchical trade unionism, Employment of adult workers increase the cost of service or goods which create problem in competing in the market are key factors that encouraged them to continue the employment of child labor.

Knowledge on Child Abuse and Protection Skill

The study has also explored the participants' knowledge on child abuse and protection skill. In this regard the question was mainly about how do they perceive child abusive practices and what would be there preferred action in case of child abuse is identified.

80.15 percent of child laborers (Boys-81.86%, Girls-75.69%) child laborers claimed they know about child abuse and 19.39 percent child laborers (Boys-17.72%, Girls-23.76%) also mentioned that they know the protection skills. Child Laborers definition about child abuse are: Beat and bite to child, exploit child, involve child in sexual activity, use vulgar words to child, misbehave with child, negative thinking against a child, talking sexual matter with a child, showing pornographic materials to child, touch child sexually, make child touching one's sexual organs, unsocial behavior with child. Regarding the practices in case of happening of child abuse cases, 55.11 percent child laborers mentioned that they would inform parents and 51.30 percent mentioned that they would inform police and 9.77 percent child laborers mentioned that they would report to NGOs. Child Laborers suggested various

protective practices to protect themselves from risk of child abuse, such as: Being careful, using safe ways and paths, careful while doing job, don't go in area with risks, don't go together with strangers, know the people with bad characters and do not be in contact with them, don't take food given by strangers, Don't let child be alone, Educate children about bad behaviors and protection skills.

Though none of the interviewed parents specifically able to define child abusive practices, they suggested some ideas to act when they found their child might have suffered some sort of abuse and violence. Among 15 interviewed parents, 9 parents suggested informing police, 3 informing guardian or parent of a child, 3 parents suggested informing non-governmental organizations and 2 parents have no idea.

Among participant employers, 66.7 percent employers claimed aware of what is called child abuse and abusive practices. Defining child abuse, they mentioned: doing things against children's will, exploiting children, involving children in sexual activity, considering children for bad work, sexual exploitation, using vulgar words with children, make children watching pornographic materials, act or making them touching on one's sexual organs. In case of child abuse or exploitation, employers preferred activities were: informing police (46.5%), Informing parents (35.2%), informing NGOs (12.7%), Ignore (4.2%).

8. Status of Policies, Programs and Mechanisms

Participants of the study shared view that there are enough policies, laws and regulations to prevent the child labor and punish the culprits. However, these laws were not properly implemented. The government is only limited to ratifying Conventions but these are not implemented adequately. They opined that the government must bring policies, laws and regulations into practice in an efficient manner to fight this issue. Parents and employers were unaware of the policies, laws and regulations regarding child rights and child labor. Representative from a NGO, on contrary to the view of another informant, told that those who knew about the rules and regulations were mostly involved in recruiting child laborer as it was considered as cheap labor.

Representatives from government agencies mentioned that that zero tolerance laws and regulations were not in effect, as it has to be, because stakeholders did not have enough information regarding child laws and status of the child laborers. Also, whenever the crime took place, such crime was not taken as a serious crime. As a result, the culprits were not punished to the fullest.

Programs and Mechanisms

Though there were number of programs in operation during the implementation of Time Bound Program (2001- 2005). The Time Bound Program was joint initiatives of Nepal Government and ILO IPEC dedicated to reduce number of child labor and end worst form of child labor by 2009. After the phase out of time bound program most of the programs were phased out and not in operation at the moment. The study could not find out only limited number of specific programs addressing child labor in existence and operation during the study period. Yet it has identified programs ran in past and currently in plan. The study also identified strong willingness among local governments, NGOs and private sectors on intervening child labor. Key Programs identified during the study were listed here in following groups:

Child Labor Response Program: Programs from NGOs' level are found in operation on responding some sort of child labor. The programs of NGOs are found mainly in area of awareness raising and emergency responses. The study identified Narayangarh Youth Club was found running program for street children and child domestic labor with support from municipality, Diyalo Organization running program of Child Helpline (1098) and Yuba Samaj in operation of program of non formal education and saving and credit for child laborers with support from Butterfly, Kolkata.

Child Labor Prevention Program: The study did not found any specific programs or project targeted on preventing children into child labor, however it has found that there are several projects aimed at rural community development, women economic and social empowerment on education, which could contribute for the prevention of child labor. However a specific mapping of such projects and their interventions are required while developing intervention plan. The local government run rural urban partnership program is also identified as a important avenue for mainstreaming child migration child labor to prevent children's entry into labor.

Community Protection System Promotion: The study found that Municipality and District Development Committee together with district education office, village development committee, local NGOs and NGO coordination committee are promoting child clubs in schools and communities and para-legal committees at local level. Initiatives on promoting child protection committees are not found in the study area.

State Protection Authorities: The study has assessed police and policing mechanisms for responding children's issues. The study found that 11 police stations with 3 police stations having child friendly space and 6 stations with capacity for handling women and children's

concern. The study found 3 police personnel are trained on handling children's protection. Yet lack of adequate management of referral and coordinated action and lack of skill and information on child labor monitoring and prosecution has limited the intervention on child labor.

During the study it is found that municipals and DDC have policy on their annual plan and strategic plan to combat child labor through raising awareness, running educational programs, skill training and income generation activities. They have also allocated certain budget on their annual budget allocation, yet effective and efficient implementation of the programs and activities are found lacking.

Chapter III: Conclusion and Recommendations

1. Conclusion

The study through consultation with communities, interview with child laborers, experts and stakeholders have come to conclusion that child labor is a serious and growing problem in the urban area of Chitwan. In spite of few past interventions, number of child laborers in the study still exists in significant number and new entrants are significantly higher. The correlation of child labor supply and demand within Chitawan is another challenge and opportunity for intervening on child labor. Based on the findings on various aspects of child labor, the study has come up with following conclusions:

Prevalence of High Number of Child Labor

The study has found that the number of child laborers in both municipals and urbanized VDCs are significantly higher. Prevalence of 580 child laborers in small town of Ratnanagar and 592 child laborers in urbanized VDCs of the district together with 1749 child laborers in Bharatpur Municipal is significantly high in comparison to the number of child population in the location. According to District Development Profile 2010, the average ratio of 5-14 children's population is 53.74 percent; the updated statistics of population (July, 2010, by DDC Chitawan) defines the total population of study area is 256057 (Bharatpur-138949, Ratnanagar-54582, Darechwok- 11703, Bachhyuli-12788, Khairahani- 25533, Sharadanagar- 12502). Based on this data, the total estimated population of children of 5 to 14 years is 137605. in the study site and the ratio of identified child labor is 2.12 percent. This means that approximately one out of every 50 children is a child labourer.

Existence of Hazardous and Worst form of Child Labor

The study found that at least 60 percent of child laborers in the study site are working in hazardous and worst form of child labor as defined by the child labor prohibition and regulation act and worst form of child labor convention. Findings on the denial of educational opportunities, Denial of Wages and Salary, working conditions of child labor, such as long hour work, risky environment, health complications due to the work and absence of

We are Disadvantaged and at Risk

Risk of physical and sexual abuse; Risk of Criminal accusation such as theft etc.;; Missed family care and protection; Education and Health.

- Children in Group Interview

contact with parents and home are major concern. Besides this complaint made by child laborers about beating, scolding and other abusive practices are also enough evidence for considering the existing child labor area as worst form and hazardous sector of child labor.

Ethnic, Gender and Cast Hierarchy Reflected on Child Labor

The study found that the existing social hierarchy of ethnicity, gender and cast structures are reflected on child labor sector specifically division of work, salary and educational and skill training opportunities. The findings on ethnicity of child laborers 58.54 percent from ethnic communities and 19 percent from dalit communities and the findings of employers study has found that only 30 percent were from ethnic communities and only 7 percent were from dalit communities. There is also found traditional cast based reflection on concentration of child laborers in specific occupation.

Accepted Violation of Law

The existence of 54 percent of child laborers less than 14 years of age, knowingly by employers is a clear example of violation of existing law and acceptance of that act without any prosecution action. Among employers 73 percent has mentioned knowing of such legal provisions and 87 percent think that is applicable. Yet absence of any action and prevalence of such large number of child labor under 14 years age is a accepted violation of law.

Rural Urban Relationship and Child Labor

The origin location of child labor informs that there is clear and specific indication of unbalanced rural urban relationship on child labor. The findings suggesting 45 percent child laborers supplied from various parts of Chitawan district has clearly suggested that the system of child labor exists in demand and supply relation between rural and urban area of chitawan. This finding also suggests that there is a strong requirement of interventions on activities and programs that link rural and urban side of chitawan to reduce and prevent child labor.

Denial of Right to Parental Care and Protection

The study has found that 60 percent child laborers are living with employers and only 30 percent of these child laborers stay with their parents. Unnecessarily separation from biological parents is violation of CRC mandated child's right to parental care and protection. Several studies and reports has already reflected that children living out of parental care are always more vulnerable to abuses. Parents' inability to keep children with them and conducive environment for separating them in name of poverty and opportunity has violated children's right to parental care and protection.

Denial of Education Cause and Consequence of Child Labor

The study has identified that education and educational system are one of the major challenge and attraction for child labor. The findings suggesting 46 percent of child laborers been to school before joining work and 29 percent joining some literacy program together with 13 percent children involved in child labor in search of educational opportunities and only 32 percent currently in education indicates that violation of right to education is a cause of child labor and at the same time involvement in child labor further violates that right. Thus state and non-governmental organization responsible for education should have strong consideration towards this for preventing and reducing number of child labor.

Myths and Misconception on Child Labor and Child Rights

The study found very low level of awareness among parents, children and the communities where child labor exists regarding children, child rights and child labor. In stead, it is also identified with the facts of alternative suggestion by the research participants, such as: children should allow to work at an early age according to their capacity, it is their right to work, children also can and need to earn and support poor families, child laborers may get new opportunities in urban environment and child labor is a fruit of poverty and inevitable are exiting perceptions among families, communities and child laborers themselves. The exquisite presented by employers of supporting poor families and providing extra opportunities for survival has been found deeply established in society. Existence of misleading social norms and perceptions are more dangerous than lack of awareness for combating child labor, which is highly prevailed in study area.

Lack of Protection Measures and Practices

The information provided by child laborers regarding their working environment, risks, care and protection facilities at work place clearly indicates that child laborers have to work in potentially harmful environment and context, though a large number of them believe that they have at least someone to take care of them. For

those child laborers living with employers only 66 percent have such conception and almost

Cruel Memories

Two children cited that there was the incident of Suicidal death of one child laborer.

There was also one accident resulted on death of one child as the bus ran over him.

There was also the event of pouring hot water in hotel, beating and burning with cigarette.

32 years aged person, used to force children under 14 years age to get engaged in stealing and use drugs. He even used to beat them, make them work from 4 am.

Source: Focus Group Discussion

34 percent feels fear of having no one to care and protect them in need. The community consultation participants' perception that at least one in every three child laborers are in the hand of bad behaving employers further supports child laborers fear. In addition to this lack of adequate protection skills and information on referral system and complaint mechanisms are fueling such fear.

Lack of Legal Action and Prosecution

However there is operation of child helpline, few trained police personnel and number of police stations, the study could not find out any legal action or prosecution taken against employers abusing and exploiting child laborers or recruiting child labor under 14 years. The study also did not find any complaint files in such matters at local police station. This indicates that the child labor is socially accepted and as shared in community consultation normal violence and abuses are taken for granted by employers and social unquestioned.

Lack of Alternatives, Programs and Services in Operation

As shared by employers in focus group discussion and interview with stakeholders during key informants interview, lack of alternatives to child labor, Programs and services to end child labor is one of the major constrained identified in combating child labor. The existing few programs on child labor are also limited on education and situation improvements of child labor only. Whereas the study has identified that there is need of system building and strengthening for monitoring and regulating child labor, direct services and benefits for child laborers, awareness raising and sensitization, capacity building of stakeholders, emergency response and more than that promotion of alternative of child labor for employers. In absence of comprehensive program targeted to employers, parents, child laborers, demanding and supplying community and state system, ending child labor is hard.

Mainstreaming Opportunities

The study identified number of programs in operation for community development, poverty reduction, health promotion and social protection. These programs can easily mainstream child labor or vulnerable families and children which could definitely help a lot in ending child labor,. The study also found that the current operating agencies of those programs are not trained and sensitized on mainstreaming child labor concern thus not able enough to effectively consider this issues in their operation.

2. Recommendations

Child Labor in itself is a complex problem as result of compound of other various socio-economic and political problems in the society. Child Labor is also associated with cultural and traditional wrong

practices. Thus eliminating child labor is not a simple and easy work, whereas it is also not impossible. Ending Child Labor needs better understanding of the problems and scenario, identification of causes (pulling & pushing factors), exposure of system on child labor demand and supply and designing of adequate programs together with efficient and effective implementation under the guidance of strong political and social support. Short term projects could somehow help child laborers in terms of improving situation and few child laborers may be freed from work, yet a long term strategic plan covering wider phenomena and standing in relation with other developmental and human rights action is prerequisite for anti child labor interventions. Establishing a child protection system, which can address not only child labour but also other child protection issues in a comprehensive way could be an effective intervention. The government should lead it in cooperation with NGO service providers. It should build on existing structures, such as Nepal Police, Child Helpline, Para legal Committees, Child Protection Committees and Child Friendly Local Governance. It should ensure that available services are mapped and gaps identified. Based on that, a formal referral mechanism should be made, to ensure that children are referred to appropriate services. The local government should allocate funds for this, e.g. through CFLG funds. In this way, child labour together with other child protection and child rights issues can be mainstreamed into government budgets and plans.

Child labour should not be treated as an isolated issue since both the causes and consequences of child labour are the same as for other child protection issues, and so is the response.

Based on this idea, following recommendations are suggested for future to end child labor in Chitawan:

Educate and Empower Child Laborers:

Child Laborers are found very much less empowered and highly controlled by employers as they are denied to access other opportunities and knowledge. The confinements at workplace and controlling by employers have limited their views and ability to negotiate with employers and report in case of valence, abuse and exploitation. Activities relating to educating child laborers and empowering them for reclaiming their rights and accountability of stakeholders as well as delivering peer support could be significant step on combating child labor. For this following activities could be promoted:

- Operation of Outreach centers targeted for child laborers and other children in need of protection with component of flexible education, life skills program and child rights and empowerment activities and also able to mainstream school aged child laborers in formal schools.

- Formation, Strengthening and Supporting Children's Clubs including child laborers or separately of child laborers to raise their issues, awareness among group and carry on self lead advocacy.
- Production and distribution of child friendly informative materials informing child laborers about their rights, protection skill, available services, occupational health and safety and complaint procedure.
- Psychosocial care and support programs for child laborers in-group or individual level for accessing better care choices.
- Formal, informal, vocational skill training education support for child laborers interested to withdraw from hazardous work and of the adequate age group.
- Promotion of Group Living and Saving Schemes for child laborers of age group 15 years and above for safe and security of their future career and life.

Reintegrate Child Laborers in Families

Child Labor less than 14 years is legally prohibited and punishable. Employments of children less than 14 years are also harmful for health, morale and development of the child. Thus, it is recommended that child laborers of less than 14 years should be reintegrated in the families or to the best alternative care available. The reintegration of child laborers further helps to respect and protect children's right to parental care as well. In this regard following action could be helpful:

- Educate and Counsel child laborers about the possible risks and harms of early involvement in labor and available supports and services for reintegration.
- Conduct joint monitoring by Labor Office, Police Office, Local Government, Media and Civil Society Actors and rescue identified child laborers less than 14 years with adequate compensation for their work.
- Approach families of child laborers, educate them about the negative consequences and harmful situation as well as the possibility of support and services and encourage them for calling back their children.
- Arrange and Provide counseling and family support programs to ensure that families are able to take care of their children and send them to school instead of work. And ensure that children don't return to work
- Promote child laborers communication with their families and sharing of hardship in child labor.

- Educate community, current and potential employers about legal complications they might face in terms of employing children less than 14 years and promote them to employ youth of legal working age and adult workers.

Enhance Understanding on Child Rights and Child Labor in Communities

One of the major concerns found in this study is lack of awareness among employers, parents, child laborers and demanding communities and prevalence of myths about child rights and child labor. Therefore, it is very much important to enhance the level of awareness and clarity on understanding about child labor in communities. To enhance better knowledge and understanding about child labor, following action could be beneficial:

- Regular media campaign such as Radio Programs, Talk Shows, Jingles and animation through local and national media on child labor, child protection and child rights.
- Operation of Information Campaign in Communities through community awareness programs, School awareness programs, Door-to-Door visit, Street Drama and Other Various Cultural Performance.
- Collaboration with religious priest and leaders on communicating that religion and community tradition has in fact prohibited child labor and use of child labor is a sin.
- Production and Distribution of various IEC materials such as: pamphlets, hoarding boards, Posters, Brochures and Booklets.
- Production and sharing of information about myths and reality on child labor among community people.

Promote and Strengthen Protection Mechanisms and Practices

Lack of community based protection mechanisms and practices and lack of adequate capacity of such mechanisms have been contributing on less monitoring and less action against violence and abusive practices against child laborers. Community Based Protection Mechanisms and Practices on the one hand promotes community monitoring and on the other hand provides easy accessibility for child laborers for protection supports. For promoting and strengthening community based child protection system, following action could be helpful:

- Formation of child protection committees in schools, villages and communities with the representation of local various sectors representatives or link with existing similar one.

- Training and mobilizing child protection committees and similar existing local mechanisms on local child protection action, and reintegration of child laborers and other children in need of protection.
- Providing technical and materials, financial support for child protection committees to conduct their activities and advocate for accountability and responsibility of state agencies including funds from local government.
- Rewarding Best Child Protection (Child Labor) Monitor Child Protection Committee, or similar kind of appreciation and acknowledgement action.
- Providing information materials, guidebooks and other helpful documents for child protection committees to use and apply on child labor monitoring and actions.
- Recognition of Child Protection Committees by Local Government with enlisting, networking, resource allocation and acknowledging their work.

Respond to Vulnerable Families and Children

High proportion of children entering into child labor each year evidenced that the vulnerability of children into child labor from poor, rural and marginalized communities is higher. Until and unless such vulnerable groups and families are not responded, end of child labor would be simply not possible. Responses to vulnerable families and children could help to prevent new children entering into labor and on the other hand also create a conducive environment for reintegration of current child laborers in families. To respond vulnerable families and children following action could be helpful:

- Mapping and identification of vulnerable families and children for child labor through identified vulnerability indicators mobilizing local governments', social volunteers and schools.
- Provide support, development action and other services such as income generation program, adult employment skill training, family counseling and counseling for children at community and school level.
- Partnering with Child Clubs, Child Protection Committees, Women's Groups and Saving and Credit Groups as well as Consumers Associations for identifying, supporting and monitoring vulnerable group and families.

Develop and Promote Alternatives to Child Labor

During Interview and focus group discussion employers were suggesting that they have accepted child labor, as they could not find appropriate alternatives. Lack of adult and youth workers and problems associated with such employment has promoted the use and demand of children for employment. This trend has to be also better responded in terms of ending

child labor. For developing and promoting alternatives to child labor, following actions could be helpful:

- Recognize informal sector employment through registration and regulation by local government.
- Promote youth and adults to take informal sector employment with professional standards and trained skills.
- Educate employers about the benefits of having youth and adult workers.
- Educate youth and adults about the dignity of work and decent work provisions.
- Mobilize and partnership with trade unions on promoting youth and adult in various labor sector and replacing child labor by adult workers.

Enhance Accessibility and Quality of Education

Education has been identified as major reasons for children entering into child labor as both wrong practices and looking for opportunities. Lack of educational opportunities, lack of friendly and supportive environment and discriminatory and abusive practices in schools are found as major factors making children dropped out of schools and further enter into labor. Improvement in accessibility and system of education could be helpful in terms of reducing child labor. Following activities could help moving towards this:

- Make school responsible on identifying children out of school, migrated for labor purpose in the area and taking them back to school.
- Support schools to run flexible and continuous education program Including vocational education and literacy programs.
- Train schoolteachers, management committees and Parents' Teachers' Association for respecting, protecting and promoting child rights and in school and school catchment area.
- Promote child clubs and child protection mechanisms in schools for making children able understand child rights, vulnerability and supporting each other.
- Promote free and compulsory education program in study area and origin area.

Monitor and Ensure the Implementation of Existing Laws and Policies

In spite of number of laws and policies on child labor, local plan of action, code of conducts and states' international commitments, the violence against child laborers are found continued and their rights are found unmet. Therefore the study recommends ensuring the implementation of existing laws and policies in terms of legally allowable employment of children. For this following action could be beneficial:

- Child Labor Legal Education Program: It is recommended to develop a child friendly legal education package on child labor and promote legal awareness among child laborers. Also educate employers, media personnel and community actors on common legal provisions on child labor and encourage them to monitor, report and expose violation of existing legal norms and provisions.
- Post a visible and readable code of conducts in industries, trades and business houses where employers have to regularly affirm their commitments and confirm they have met the provisions.
- Establish a confidential, effective and operational complaint mechanism (Child Helpline could be used) for reporting any violation of existing legal norms by any body.
- Train and mobilize labor inspectors, local municipal police and Nepal police officials on child labor monitoring, reporting and legal prosecution system.
- Operate rescue and prosecution action and also inform media about the progress to build community confident and trust in legal system and create fear among the violators of law.

Promote Occupational Health and Safety

The working environments and working conditions are found hazardous and adversely affecting the occupational health and safety. Occupational health and safety is fundamental rights of the workers and working children as well as an integral component of fair trade. In absence of occupational health and safety child laborers not only faces severe risk in current life but also endangers their future and may caught up in a long run health hazards due to the work. Therefore, the study recommends following action as possible interventions on promoting occupational health and safety:

- Include occupational health and safety as an integral aspect of workplace inspection and monitoring.
- Train and Educate employers on the significance of occupational health and safety and the legal instruments related to it.
- Establish a regular health check up system is in operation at work place including availability of first aid, emergency management tools and information visibly posted where to access in health emergencies.

- Educate child laborers and adult workers on safer work and safety-first methods while performing work.
- Prosecute employers not following occupational health and safety measures at workplace and endangering life and health of workers.

Promote Corporate Social Responsibility and Fair Trade

Private sector, trades and industries could be crucial actors on responding child labor problem. The corporate sectors through resisting use of child labor, through promoting care and supports for their workers' children and through peer socialization and diversion of market for fair trade and consumption could significantly contribute against child labor. In Addition to this with providing charities, financial supports and contributions too corporate sector further strengthen the end child labor initiatives. For promoting corporate social responsibility and fair trade to end child labor, following actions could be helpful:

- Partnership with corporates' association, chamber of commerce and industries for educating corporates about social responsibility and fair trade and linkage with child labor.
- Train and educate corporates managers' owners on their role for ending child labor through applying social responsibility and fair trade concept.
- Produce and share guidebooks and handbooks for corporate sector on application of social responsibility and fair trade.
- Collaborate with local government and relevant agencies for making application of social responsibility and fair trade as mandatory code of practices.
- Mobilize corporate sector on self-assessment, peer monitoring on use of child labor and protection and care facilities for workers' children.
- Collaborate with trade unions for effective application of corporate social responsibility and fair trade practices.
- Promote corporate trust fund on combating child labor to run various interventions for child laborers.
- Promote anti child labor brand and slogan on products of various industries.

Promote Mainstreaming, Referral and Coordinated Action

However there was lack of specific programs and projects targeted on child labor issues, the study has identified various other programs targeted for women, on education and community development where mainstreaming of child labor concern is possible. Mainstreaming child labor concern in other area benefits to establish child labor as agenda,

promote better-coordinated and collaborated action. For this following action could be helpful:

- Mapping of child protection, child labor, education and vulnerability related interventions in the district along with their targets, volume and period.
- Formation of Coordination Group and Regular Meeting of the groups for referring, sharing of experiences and removing hurdles for better coordination.
- Educating and training other project implementers on how to mainstream child labor concern in their program and benefits for their projects.
- Advocate with central and local government on considering child labor as indicator in relevant plan and policies.
- Periodic sharing of progress to the media, community and other stakeholders about the progress made with coordinated action.

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Annexes:

Annex 1: List of Research Coordination Committee Members

Coordinator- Krishna Jayanti Paudel, Chitawan District Development Office

Member – Ramkrishna Dhakal, Bharatpur Municipality Office

Member – Toran Raj Paudel, Ratnanagar Municipality Office

Member – Suresh Shrestha, Narayangarh Youth Club

Member – Writu Bhatta Rai, CWISH Nepal

Member- , Women and Children Development Office, Chitawan

Member - , Women and Children Service Center, Nepal Police

Member – Shiva Shankar Dangol, UNICEF Field Office, Chitawan

Member - , Chamber of Commerce and Industries , Narayangarh

Member- , Chamber of Commerce and Industries , Ratnanagar

Member - , Child Clubs’ Network Chitawan

Member - , Para-Legal Committee Network, Chitawan

Member - , TLOs Coordination Committee

Annex 2: List of Key Informants Interview Participants

Annex 4: Detail Data Tables of Child Laborers Interview

Annex 5: Detail Data Tables of Interview with Employers

Annex 6: Questionnaires Used in Research