



# 2013

## CASE STUDY OF TEHSIL PATTOKI DISTRICT KASUR

Submitted by  
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## GLOSSARY

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<b><i>Bharai</i></b>	<b>Task of stacking unbaked bricks in the kiln, usually including loading and cartage from brick field by</b>
<b><i>Bharai wala</i></b>	man who does Bharai
<b><i>Bhatta</i></b>	Brick kiln
<b><i>Chakkar</i></b>	A completed baking cycle, usually requiring one month.
<b><i>Jalai</i></b>	Task of firing the kiln and baking the bricks.
<b><i>Jalai wala</i></b>	A person who is involved in firing the kiln and baking the bricks
<b><i>Jamadar</i></b>	HR manager of a kiln; who supervise labour, often to include hiring, distribution of advances and of compensation, and guarantees repayment.
<b><i>Keri wala</i></b>	man who spreads a mixture of clay and cinders on a set of stacked bricks in preparation of firing and baking
<b><i>Kharkar</i></b>	man who transports bricks usually on a donkey from brick field to kiln or from kiln to stacks,
<b><i>Mazdoor</i></b>	laborer; worker
<b><i>Mistri</i></b>	Skilled male leader of a labour group; always in <i>jalai</i> and sometimes in <i>bharai</i> .
<b><i>Munshi</i></b>	Finance Manager of the kiln
<b><i>Nikasi</i></b>	Task of unloading baked bricks from the kiln, usually including cartage and stacking nearby by a group.
<b><i>Nikasi wala</i></b>	A person who is responsible/ engaged in the task if unloading bricks from the kiln.
<b><i>Pathera</i></b>	Man, woman or child who prepares unbaked bricks, including preparation of clay.
<b><i>Pera</i></b>	Lump of clay prepared for mould.
<b><i>Sancha</i></b>	Mould for brick making

## INTRODUCTION

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District Kasur was created in 1976 by detaching Kasur and Chunian tehsils from Lahore district. Kasur is situated at a distance of about 55 kilometers towards South of Lahore on the Lahore Ferozpur Road. The district has Indian Territory on the South and East across the river Sutluj, Lahore district on the North, Okara district on South-West and Sheikhpura district on North- West. District Kasur is spread over an area of 3,995 square kilometers and is sub divided in the three tehsils i.e. i) Kasur, ii) Chunian, iii) Pattoki. According to Punjab Development Statistics 2011, total population of Kasur district is 3,064,000 persons out of which 1,604,000 are males and 1,460,000 are females. Density of population in the district is 767 persons per square kilometers.

As regards availability of skilled labour, there are 11 technical / commercial / vocational institutions (6 for men and 5 for women) imparting training in various trades e.g. mechanical, electrical, auto-engineering, welding and commerce, Vocational institutions for women impart training in commerce, hand / machine embroidery, Food Preservation, beautician. In all about 2252 trained technicians/ artisans/ workers are turning out every year.

Kasur is primarily an industrial city, being close to Lahore. Various industries are operational in Kasur i.e. A.C/ Refrigerator/ Deep, Freezers, Blending of Tea, Batteries, Chip Straw Board, Cold Storage, Cotton Ginning, & Pressing, Chemical, Dairy, Products, Brick Kilns, Drugs & Pharmaceutical, Flour Mills, Fruit Juices, G.I./ M.S. Pipes, Glue, Ice Cream, Jute Textile, Knitted Textile, Leather Products, Motor Cycle / Rickshaw, Paper & Paper, Board, Paper Cone, Pencils/ Bal Points, Polyester Yarn, Poultry Feed, Power Generation, Sugar, Tannery, Textile Composite, Textile Made Ups, Textile Processing, Textile Spinning, Textile Weaving (Mill Sector), Tractors, Vegetable Ghee / Cooking Oil and Wire & Cable. Skilled and unskilled Labour force is engaged in these industries; however there is a little room for employing whole families. So in the absence of employability options where whole family can be employed, brick kiln sector presents the most viable option to the poor, unskilled/ semi skilled population aspiring to maximize their income through engaging the whole family.

Generally speaking in the brick kiln the whole family works at the kiln as patheras—as it requires very low level of skill and primarily is effort driven and the whole family can support in this stage. Hence the propensity of engaging child labor is maximum at this stage i.e. pathera.

The focus of the study is the dynamics of brick kiln labor specifically the child labor and debt bondage. Detail insight is provided in the sections below.

## BACKGROUND

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Brick Kiln industry serves as a major source of livelihood for thousands of unskilled labourers from across the country, especially in Central Punjab and Sindh. With legacy of debt bondage children have very few choices primary choice being following the footsteps of their parents.

Exploitation of workers' rights and complete disregard for existing labour laws is rampant in this sector and workers at brick kilns are recruited arbitrarily by local contractors. Brick kiln workers are among the most exploited category of workers in Pakistan and lack public support and

representation at all levels of the workplace and within the society at large. In the 2011 ILO report<sup>1</sup> of children in Hazardous work it states that “A cross-sectional survey of brick workers in Pakistan found that chronic bronchitis, asthma and tuberculosis were much higher in the brick-kiln workers than in the control group. Girls working in the brick sector often had poor nutrition and the numbers of girls with low weight was double that of boys. Alarming, 68 per cent of boys and 76 per cent of girls between the ages of 10 and 14 were not attending school and were classified as illiterate”.

Recent efforts to improve working and living conditions for brick kilns workers have generally failed to produce meaningful progress, and this failure is partially attributable to lack of enforcement capacity, lack of awareness among workers about their rights, lack of livelihood choices, and lack of social safety nets.

According to Anti-Slavery International<sup>2</sup> 2001 in a report “Child Debt Bondage: Brick making”, the Government of Pakistan reported official number of bonded laborers as approximately 5,000 to 7,000. The report however, further delineates that independent estimates of research conducted by PILER (Pakistan Institute of Labor Education and Research) found there were up to 6.8 million men, women, and children living in conditions akin to bonded labor. While the data presented from the International Labour Organization (ILO) states involvement of about 700,000 people in brick kilns in Pakistan are involved in debt bondage; half of them are believed to be children.

World Vision Pakistan (WVP) commissioned this study to gain an in-depth understanding into the socio-economic and working condition of children working at brick kilns. The study covered following aspects of child bonded labour in the brick kiln industry at selected locations in Kasur.

1. Structure of brick kiln Industry in District Kasur
2. Dynamics of children working under the “Peshgi System” (debt bondage) in relation to poverty
3. Nature of forced labour at brick kilns
4. Workflows and work distribution among various actors at brick kilns
5. Socio economic condition of children and their families working at brick kilns,
6. Work Environment at Brick Kiln
7. Assessment of vulnerability among children
8. Assessment of parent’s investment in children’s education vs involving them in income generation

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<sup>1</sup> International Programme on the Elimination of Child Labour (IPEC)  
Children in hazardous work: What we know, what we need to do  
ISBN 978-92-2-124918-4

<sup>2</sup> . (2001). *The enslavement of Dalit and indigenous communities in*

*India, Nepal and Pakistan through debt bondage*. London: Author. Retrieved November

, 2012, from [http://www.childtrafficking.com/Docs/anti\\_slavery\\_2001\\_\\_dalits\\_e.pdf](http://www.childtrafficking.com/Docs/anti_slavery_2001__dalits_e.pdf)

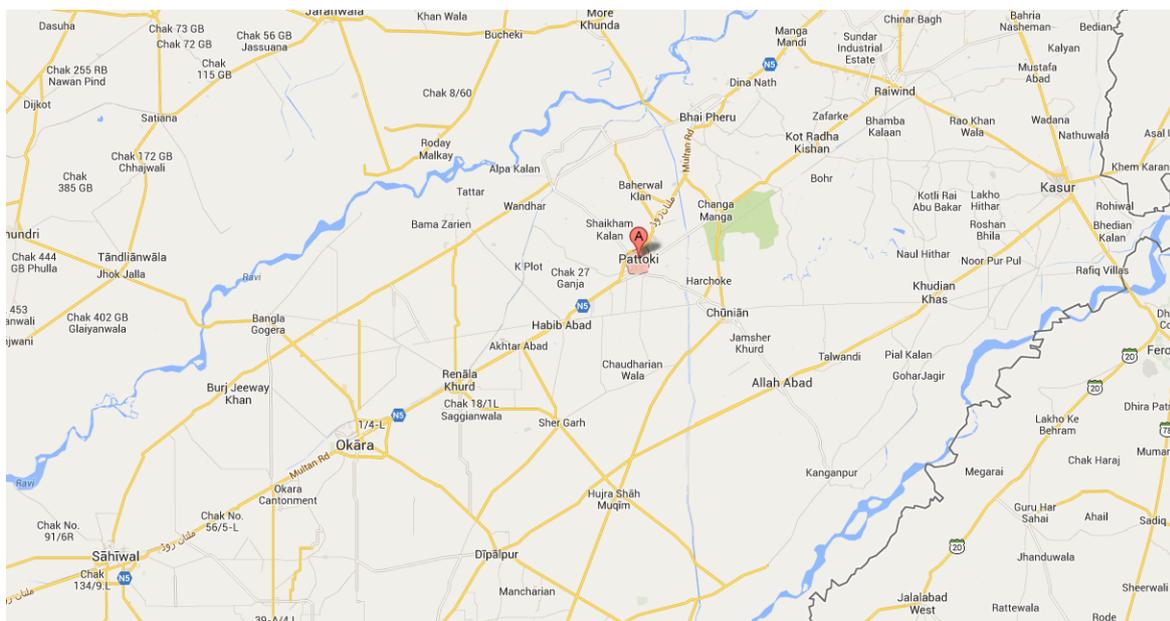
9. Assessment of various initiatives under taken by government, for implementation of the National Policy and Plan of Action for the Abolition of Bonded Labour and Rehabilitation of Freed Bonded Labourers approved by the cabinet in 2001.
10. Possible measures for providing relief and rehabilitation to children engaged at brick kilns
11. Recommendations for the development of a model for child workers with multiple services to support child protection mechanisms in alignment with the Government of Pakistan's obligations to the CRC and National Plan of Action Plan for Children, besides the states commitment to promulgate ILO's Convention 182 and Decent Work conditions defined by the ILO.

## METHODOLOGY

A blend of quantitative and qualitative research tools are used in the study to gain meaningful insight into the socio-economic context of brick kilns. The study has delved upon the existing body of knowledge related to brick kiln, bonded labourers, child labour and other useful areas. In order to gain understanding about overall dynamics secondary research was conducted. Subsequent to secondary research tools (Questionnaires, and guidelines Annexed at Annex-A, Annex-b, Annex-C) were developed to gather primary data, where inevitable or to strengthen the current notions in the local context.

The study has adopted a holistic approach for understanding the dynamics of child bonded labour in the environmental context—workplace, society, and family—rather than focusing solely on child. A team of researchers collected primary information through **Focus Group Discussions, Key Informant Interviews, and survey** of the selected respondents.

Pattoki tehsil in district Kasur Punjab province was selected as population under study, because of the high density of brick kilns in the area.



## Secondary Research

Literature review was conducted in order to develop an understanding about various aspects of brick kiln industry, bonded labour, debt-bondage, and child labour. For this purpose the following reports, articles, essays were consulted.

- Bonded Labour System (Abolition) Act, 1992 (iii Of 1992)
- FACT SHEET: A summary of the rights under the Convention on the Rights of the Child
- Understanding Bonded Child Labour in Asia: An introduction to the nature of the problem and how to address it (The CWA Task Force on Bonded Child Labour)
- Situation Analysis, of children and women in Pakistan National report 2012 (UNICEF)
- The state of World's Children: Celebrating 20 Years of the Convention on the Rights of the Child (UNICEF)

- Unfree labour in Pakistan: Work, debt and bondage in brick kilns (*Pakistan Institute of Labour Education & Research*)
- *State of Human Rights Report 2011 (HRCP)*
- *Strengthening action to end forced labour (ILO)*
- Bonded Labor in the Brick Kiln Industry of Pakistan, *The Lahore Journal of Economics* 11 : 1 (Summer 2006) pp. 99-119
- SURVEY OF BONDED LABOUR IN TWO SECTORS IN PAKISTAN: Brick Kiln Workers (Punjab) and Sharecroppers (Sindh), 2002 (Federal Bureau of Statistics, Government of Pakistan)

## Primary Research

The primary research has been conducted in order to develop a thorough understanding of dynamics of brick kiln industry in district Kasur with a specific focus on Teshil Pattoki. A three tiered strategy was adopted for collection of primary information i.e. collection of quantitative data through survey, and qualitative data through key informant interview and focus group discussion.

## Quantitative Methodology

Quantitative data was collected through using a multistage sampling technique, comprising of purposive sampling in first stage, where brick kilns were identified. The purposive sampling was used as the primary sampling techniques, because the objective of the study was to gain in-depth understanding into the dynamics of brick kiln industry. In the second stage respondents were selected within those kilns by using quota sampling.

By using this technique 18 brick kilns in nine Union councils of Tehsil Pattoki were identified which were relatively responsive in terms of sharing the information and within those kiln respondents 220 were selected for survey.

## Qualitative Methodology

For seeking qualitative insight seven focus groups were conducted with the following categories of respondents; (*value in brackets respond to the number of FGDs*)

- Brick Kiln owners/ managers (1)
- Male Workers (1)
- Female Workers (2)
- Child Workers (1)
- Members of Association (1)
- NGOs representatives working for the Brick Kiln Industry (1)

In addition to focus groups, interviews of the fourteen key informants listed below were conducted for the purpose of cross validating the information collected through other means i.e. FGDs and surveys.

- Male Brick Kiln Workers (2)
- Female Brick Kiln workers (1)
- Child Brick Kiln Workers (3)
- Member of association (2)
- Brick Kiln Owners (3)
- Other Stakeholders Representative (3)

Both of these tools have helped in developing understanding of the prevailing situation at brick kilns and the industry as a whole.

### **Processes adopted for data entry to analysis**

The quantitative data primarily generated by household survey was entered into a spreadsheet specifically designed for the study. The data was cleaned by using lookups, filter, and pivot analysis and cleaned data was analyzed by using SPSS (Statistical Package for Social Sciences) and Microsoft Excel by running cross variable analysis, and other data summarization tools.

The qualitative analysis was performed by classifying information collected through FGDs and KIIs into themes, and that information was later used to validate information generated through other means of information collection.

## **POLICIES AND THEIR EFFECTIVENESS AN APPRAISAL**

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The menace of bonded labor is prevalent across various sectors but the brick kiln sector is badly affected and the laws and policy framework have been enacted to curb this state of affair. This section has discussed those interventions and their effectiveness.

### **Bonded Labor System (Abolition) Act 1992**

The Bonded Labor System (Abolition) Act 1992 is a law to deal with the issue of bonded labor. The law is to be implemented through District Vigilance Committees. The committees are represented by concerned government functionaries, representatives of the bar, Press, NGOs, employers and workers at the district level.

The institution of Vigilance Committee, envisaged in the law, is a dormant forum as they lack interest, capacity, and resources to perform their entrusted functions. The performance of the Committees can be gauged from the fact that not a single case of bonded labor has been detected in any district.

Media also take notice of those cases where High Courts or the Supreme Court take direct action. The Human Rights Commission of Pakistan identified that there was no evidence of a decrease in the bonded labor problem across the country, and the Bonded Labor System (Abolition) Act, 1992 as such remained largely un-enforced during the year 2004. Likewise, no rehabilitation effort as required under Rule (4) has been initiated by any of the districts so far. The National Fund created by the Federal Government for rehabilitation, awareness raising and for education of the children of the brick kiln workers has also not been utilized in any of the districts.

The enforcement of the law can be improved through capacity building of the institutions envisaged in the act, and giving appropriate authorities to the implementing authorities.

### **Factories Act 1934**

Establishments engaged in manufacturing and employing more than ten employees are governed under The Factories Act 1934. Implementation of the law in the brick kiln industry has always been debatable. For instance, no premises of brick kilns meet with the requirements of Section- 33 read with Rule-95(1) of the Punjab Factories Rule, 1978. Secondly, it is hard to define the premises as the making of raw bricks shifts from one place to another, depending upon the quality of land and ancillary factors. Thirdly, due to weather conditions and the nature of the job the working hours of those workers cannot be calculated as required under the law. Fourthly, migratory workers complicate the situation further and create difficulties in the implementation of the law.

Due to these difficulties desired results could not be brought and brick kiln workers continue to be deprived of the benefits accrued from the schemes of the Workers Welfare Board. Efforts are required to register brick kilns so that brick kiln workers can enjoy the benefits available to other workers.

### **Minimum wage ordinance**

The Minimum Wage Ordinance has its own problems; the minimum rates fixed under the law do not suit all the areas due to variation in the cost of living, quality of bricks and price of the bricks. The minimum wage rates should be made more realistic by taking into account all such factors. Different rates can be fixed for different regions in the same province. Minimum wages should be fixed after

in depth research and keeping in view the basic needs of the brick kiln workers. Non maintenance of records and the informal mode of payment of wages, on the other hand, make the implementation of Payment of Wages Act more difficult. The ordinance should be rationalized and enforcement mechanism should be evolved

The **Employment of Children Act 1991** is also not applied to families engaging their children in brick-making. Health facilities of Social Security Scheme, pension of Employees Old Age Benefit Act and the welfare schemes of the Workers Welfare Board have limited scope as far as the brick kiln workers are concerned.

In Pakistan there are plenty of laws which prohibit the practice of bonded labour and child labour in addition to other forms of discrimination against the working people. First the Articles 3, 11 (1-3), 17 (1), 37 (c), 38 (a) to (e) of the Constitution of Pakistan are relevant to the subject. Second, bonded labour is against the Universal Declaration of Human Rights (UDHR)'s Articles 4, 22, 23 (1-4), 24, 25(1). Third, seen in the lights of scores of ILO conventions, ratified by Pakistan, continuation of bonded labour and child labour would make no sense at all.

Lastly, Convention on the Rights of the Child (CRC) is being violated openly with the ongoing child labour in the country. (HRCP, AR 2007, pp.169-170 and PILER's List). Despite of all these laws a specific Act, i.e. BLSAA—was passed, which regards keeping labour 'bonded' as a criminal offence. Prior to this Act, bonded labour had been discussed all along, defined in many different ways and was portrayed as a complex issue. The contention was whether or not it really was violating fundamental rights or human rights and whether or not it was tool of discrimination and tantamount to forced labour.

### **Labour Laws Applicable to the Brick Kilns**

The major labour laws applicable to brick kilns indirectly relevant to the issue of bonded labour are as under:

- Factories Act 1934; the law relating to working conditions and health and safety of the workers at the workplace.
- Minimum Wages Ordinance; dealing with the fixation and implementation of minimum wages for different categories of skilled and semi-skilled workers including the brick kiln workers.
- Payment of Wages Act 1936; deals with the payment of wages, time period of payment and mode of payment of wages to the workers.
- Industrial & Commercial Establishments (Standing Orders) Ordinance 1968; relates to terms of employment, bonus, gratuity and group insurance of the employees.
- Workmen Compensation Act 1923; relates to payment of compensation to the workers in case of injury or death.
- Industrial Relations Ordinance 2002; deals with registration of trade unions, CBA, collective bargaining, conciliation and labour judiciary.
- Employment of Children Act 1991; regulates the employment of children in the factories and brick kilns.
- Employees Social Security Ordinance which provides medical coverage to the workers.
- Employees Old Age Benefits Act which deals with old age pension.

## FINDINGS

The chapter on findings of the study is divided in two section; section one comprising of general information regarding the structure and dynamics of the industry and section 2 comprising of the findings from the FGDs, KIIs, and survey.

### Section 1

The information regarding the brick kiln industry is given in the table below.

#### General Facts

Number of Brick Kilns in district Kasur	210
Number of Families at brick kilns	1812
Number of Persons associated with brick kilns	11,438

Source: Survey

#### Brick Making Process

A ten step process of brick production starting from the raw material preparation to marketable commodity is illustrated below;



Figure 1: Brick making process left to right then below: Clay preparation for brick; pera making for bricks; mud brick preparation by taking out of the mould; sun drying the mud bricks; Transportation to kiln; Baking mud bricks in the kiln; transportation to market.

Processes	
<b>Step One</b>	Clay Preparation for bricks
<b>Step Two</b>	Transforming clay into balls- <i>pera</i> making
<b>Step Three</b>	Casting clay balls into the brick mould
<b>Step four</b>	Mud Brick Preparation by taking it out of the mould
<b>Step Five</b>	Sun drying the Mud Bricks
<b>Step Six</b>	Transportation to the Kilns
<b>Step Seven</b>	Filling the Kiln with Bricks
<b>Step Eight</b>	Covering Mud Bricks with <i>Keri</i>
<b>Step Nine</b>	Baking Mud brick in the Kiln
<b>Step Ten</b>	Taking baked bricks out of the kiln

Source: Key Informant Interview

### Mapping of Roles at brick kilns

Role	Type of Labour Generally Engaged			
	Male	Youth	Female	Children
Patheras				
Bharaiwalas				
Keriwalas				
Jaliawalas				
Nikasiwalas				

Source: Key informant interview

It can be seen from the tables above that child labour is concentrated in the area which are human efforts driven requiring little or no degree of skills.

### Type of Labour required for each production process

The ten step brick production process, elaborated above, requires varying intensity of inputs from different types of labour i.e. *Patheras*, *Bharaiwalas*, *Keriwalas*, *Jalaiwalas* and *Nikasiwalas*. The table below provides information regarding the extent of skills required for each type of labour.

Role	Type of labour		
	Skilled	Semi Skilled	Unskilled
Patheras			
Bharaiwalas			
Keriwalas			
Jalaiwalas			
Nikasiwalas			

Source: CHRS Filed Study

## Section 2

This section provides information based on the Focus Group Discussions FGDs, Key Informant Interviews, and Survey.

### Summary Findings of Focus Group Discussions-Stakeholders Perspective about various aspects of industry

The perspectives of various stakeholders groups, elicited through a series of **Focus Group Discussions** on key issues, is provided in the matrix below. The focus group discussions were conducted with supply side—labourers engaged in brick production; demand side, brick kiln owners; support agencies, associations<sup>3</sup>, and organization working for improving the conditions of the brick kiln workers.

Issues	Perspective		
	Supply Side- Labourers	Demand Side- Owners	Support Agents-NGOs, associations,
Dynamics of Child Labor	<ul style="list-style-type: none"> <li>• Children are used as helping hand to augment family income</li> <li>• In case of lack of any other opportunity where children can be engaged, the most viable option is to engage them in work, and this has economic gains (immediate)</li> </ul>	<ul style="list-style-type: none"> <li>• There is little or no pressure from owner side to engage children in labour. It is purely households' prerogative to decide about whether to engage children in brick making or not.</li> </ul>	<ul style="list-style-type: none"> <li>• Child Labor is motivated primarily through the household rather than dictated by owner/manager of the kiln, because engaging children improve productivity and in turn debt is paid earlier</li> <li>• Higher the debt higher is the probability of engaging children in labor</li> <li>• Lack of alternate opportunities of children engagement necessitate engaging children in labor</li> <li>• Economic shocks promote debt bondage</li> </ul>
Key motivator for bonded labor	<ul style="list-style-type: none"> <li>• Lack of assets and savings</li> <li>• To pay off debts taken for repaying old debts, meeting health and other emergency</li> </ul>	<ul style="list-style-type: none"> <li>• It is not bonded labour as labourers freely enter into a contract whereby they promise to render their</li> </ul>	<ul style="list-style-type: none"> <li>• Poverty</li> <li>• High cost of living</li> <li>• Lack of employment Opportunities</li> <li>• Economic shocks-</li> </ul>

<sup>3</sup> Informal brick kiln labour associations loosely structured

	<p>expenditures</p> <ul style="list-style-type: none"> <li>• No alternate income generating opportunity</li> <li>• Illiteracy</li> <li>• High cost of living</li> <li>• Lack of skill to do anything else</li> <li>• Poverty</li> <li>• Debt bondage provides secured employment</li> </ul>	<p>services just like any other profession</p> <ul style="list-style-type: none"> <li>• Poverty</li> <li>• Lack of other opportunities</li> <li>• Brick kiln industry provides a social protection mechanism through which needs of the workers can be fulfilled</li> </ul>	<p>emergency expenditures</p> <ul style="list-style-type: none"> <li>• Lack of social welfare and conducive social protection policies.</li> </ul>
Prime drivers of forced/ bonded labour	<ul style="list-style-type: none"> <li>• It is an industry norm which provides them an opportunity to borrow for fulfillment of their current demands for commitment of future work.</li> <li>• In the absence of any social protection mechanism, many considered bonded labour as the only option, though extreme</li> </ul>	<ul style="list-style-type: none"> <li>• It is purely a supply side issue as owners don't force them to enter into contract; rather it has become a norm that they negotiate on advance as a major condition of employment.</li> <li>• In isolated cases situation is adverse, just like any other industry, but it cannot be generalized for the whole industry.</li> </ul>	<ul style="list-style-type: none"> <li>• Blend of Supply and Demand Side, because of interdependence and industry norm</li> </ul>
Prevailing issues faced by Brick Kiln Labors	<ul style="list-style-type: none"> <li>• Harsh working conditions</li> <li>• Occupational Safety</li> <li>• Low compensation</li> <li>• Exploitation by <i>munshi</i> through fudged accounts</li> <li>• Sexual advancement/ harassment at kiln by kiln staff</li> </ul>	<ul style="list-style-type: none"> <li>• Harsh employment conditions in lieu of advances, in certain cases</li> <li>• Low bargaining power due to lack of options</li> <li>• Hard working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Fraudulent accounting</li> <li>• Long working hours</li> <li>• Low compensation</li> <li>• Harassment</li> <li>• Lack of social security</li> </ul>
What is the overall impression about engaging children in labor?	<ul style="list-style-type: none"> <li>• Augment family income</li> <li>• Get experience early in childhood which will enable them to earn more in future</li> <li>• They don't have any alternate activity where children can be</li> </ul>	<ul style="list-style-type: none"> <li>• They should not be used as labourers</li> <li>• They should be educated</li> <li>• State should provide facilities in term of education, health, and social</li> </ul>	<ul style="list-style-type: none"> <li>• Generally all families engaged in the production of bricks want their children to get education, but because of their inability to afford</li> </ul>

	<p>engaged</p> <ul style="list-style-type: none"> <li>• It is the best utilization of their time in absence of any alternate activity</li> </ul>	<p>welfare</p>	<p>education and poverty they engage their children in brick making</p>
<p>Benefits of engaging children for labor</p>	<ul style="list-style-type: none"> <li>• Increased household income</li> <li>• Female children are engaged in brick production as by this they are with the family, which limits probability of any form of child abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced productivity of the household</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in productivity</li> <li>• Helping Hand</li> </ul>
<p>Kiln Owners responsibilities</p>	<ul style="list-style-type: none"> <li>• Brick Kiln owner should provide good environment for work</li> <li>• Owner should manage their accounts in a transparent way</li> <li>• Basic level medical facilities should be provided by brick kiln owners</li> <li>• Proper compensation</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent financial management</li> <li>• Decent Work environment</li> <li>• Adherence to the regulations</li> <li>• Market based compensation</li> </ul>	<ul style="list-style-type: none"> <li>• Decent working environment</li> <li>• Transparent accounting</li> <li>• Concern of labor</li> <li>• Health and education cover at least encouraging them or guiding them to access these services</li> </ul>
<p>How working conditions can be improved at the brick kiln?</p>	<ul style="list-style-type: none"> <li>• Clean drinking water</li> <li>• Legal support in case of any litigation – employment related</li> </ul>	<ul style="list-style-type: none"> <li>• State and NGOs should support us in improving the conditions as the profit margins are already very low</li> </ul>	<ul style="list-style-type: none"> <li>• Creating awareness among all the stakeholders</li> <li>• Enforcement of laws</li> <li>• And monitoring of brick kilns</li> <li>• Proper Social Protection</li> <li>• Targeted interventions</li> </ul>
<p>What do you think about abolishing child labor?</p>	<ul style="list-style-type: none"> <li>• It should be abolished, education should be provided to children free of charge</li> </ul>	<ul style="list-style-type: none"> <li>• Children should be discouraged to toil in the production by providing them alternate opportunities for engagement i.e. education</li> </ul>	<ul style="list-style-type: none"> <li>• This should be abolished commensurate with international conventions, and national legislations.</li> </ul>
<p>What government should do in improving this industry?</p>	<ul style="list-style-type: none"> <li>• State should enforce all the policies which we keep on hearing that exists</li> <li>• State should provide</li> </ul>	<ul style="list-style-type: none"> <li>• Support to the brick kiln industry in promoting welfare activities of the labour</li> </ul>	<ul style="list-style-type: none"> <li>• Law enforcement</li> <li>• Activation of mechanism envisaged in laws i.e. vigilance</li> </ul>

	<p>mechanism which can ensure provision of health, education, and social welfare to all those working in brick kilns</p> <ul style="list-style-type: none"> <li>• It is very difficult to abolish child labor. The government should give our children proper education and then jobs</li> </ul>		<p>committees, fines, and support mechanisms</p> <ul style="list-style-type: none"> <li>• Awareness among the workers regarding workers rights and entitlements</li> </ul>
Ethical Production	<ul style="list-style-type: none"> <li>• They are indifferent about the possible benefits of ethical production</li> </ul>	<ul style="list-style-type: none"> <li>• Demand for ethically produced products is purely market driven</li> <li>• This concept should be promoted by the consumer groups because if there is a demand for ethically produced bricks we will be forced to respond to the market demand</li> <li>• We lack resources to create demand for ethical products so support is required that can be through government or NGOs.</li> </ul>	<ul style="list-style-type: none"> <li>• This concept is good but it is challenging to implement as the product “brick” cannot be differentiated and once it is used no one know how it was produced. However it can be promoted in donor or public sector projects and contours of this can be defined through a strategic intervention.</li> </ul>

## Findings from Key Informant' Interviews

The following subsection provides account of industry based on the in-depth interviews with the key informants.

### Brick Kiln Industry (BKI)-Insight by Association Representatives' / veteran brick Makers

#### State of Brick Kiln Industry

The Brick Kiln Industry (BKI) is unregulated, working free of any fear from enforcement agencies that they will be held responsible for violating laws. Workers don't have information about their rights and they are forced to engage their children in bonded labor. They are being exploited by the owner/managers financially and are paid low compensation not comparable to minimum wage set by the government and workers are also completely oblivious to any information regarding minimum wage. Workers have no choice other than to work on below minimum wage rate in the absence of sustainable employment opportunities.

#### Key triggers of child labor

According to a brick kiln worker the child labor is pervasive across BKI, as they augment family income and if not engaged in work then there is a chance that they are otherwise exploited—physically abused, so the best bet is to keep children along and by keeping children along parents feel more certain about the well being of their children.

#### Peshgi System & Debt Bondage

Peshgi system is an industry wide accepted norm and without negotiating advance, labourers do not agree on working, so in order to keep the brick kiln working even the owners who don't want to enter into this practice, are resorted to provide advances to keep their brick kiln working. Since the peshgi system is the starting point of debt bondage so state should facilitate workers by establishing a mechanism through which labourers can borrow in the time of need in addition to the provision of comprehensive social protection—health, education, and employment.

#### Legal and regulatory Environment

Despite of legislation to combat bonded and child labor this industry is violating those laws in the absence of a strong mechanism of enforcement and alternate avenues of income generation. The improvement in this industry can be brought through implementation of the rules and laws already enacted, providing decent income generation opportunities, ensuring minimum wage for the brick kiln workers.

#### Improvement Areas

The work environment at brick kiln needs to be improved and efforts should be made to transform the work environment so that it can be considered decent work place. Furthermore productivity enhancement through adoption of advance techniques bears the potential of income enhancement as the majority of the workers compensation is output based, and there is no innovation in the industry. The hiring part of the brick kiln labour is being done through contractor (Jamadar) so the contractor should be sensitized and held accountable for violating laws in addition to the owner and management of the Brick Kiln.

### Brick Kiln Owners' insight

#### Industry Situation

Three brick kiln owners/managers were contacted to know their perspective, as their perspective is very important for inclusive development and policy making process. All three of them were of the view that profit margins of the industry are shrinking because of high price of inputs, and increased wage rate.

### **Child Labour**

All of them view child labour as something which should be avoided under all circumstance, but according to them engaging children in labour or sending them to school is purely household's decision. Though they ask labourers to send their children to school but they are not in position to force them. They believe that it is the role of the state to ensure that everyone gets education upto a minimum level determined by the government. They suggested that measures to be taken for improving the awareness regarding importance of education along with measures for provision of education to the brick kiln workers' families.

### **Peshgi and Debt Bondage**

Furthermore on the issue of conditions which promote workers to seek loans they informed that if social security is provided to all workers working in BKI, this can seriously decrease the amount which worker has to borrow. The Peshgi system is an industry wide norm, and no labour is willing to work without peshgi. According to the brick kiln owners they don't want to commit heavy amount in term of peshgi, but just to keep their kilns operational they have to provide advances to the labour for buying their future commitment. They are of the view that the practice of peshgi should be completely abolished across the industry, and only government can do this by adopting a systematic approach. They further informed that if the rules are implemented across industry then it will be of some use, because it will change the industry norms. Piecemeal efforts in term of implementation of policies and rules will be counterproductive.

### **Ethical Production**

While discussing the potential of ethical production in BKI, they are of the view that this can be a paradigm shift and win-win situation for all stakeholders. According to them, though it is an economically viable and socially feasible choice, it is difficult to implement. In order to promote ethical production of bricks government and non-government organizations can play their role, because much of the development activities is funded by either governments or non-governmental organizations. There can be a mechanism where brick kilns which adopt ethical manufacturing practices are certified and a certificate can be issued in this regard, and it is mandated that only the bricks produced by certified brick kilns be used in construction. However they shared their concern that it might open another avenue for rent seeking among officials.

### **Brick Kiln Industry in the eyes of other stakeholder**

NGOs working for the workers engaged in the brick kiln industry have an important role so their perspective was also sought. According to the NGOs' representative the industry is haunted by the *curse of peshgi*, as both workers and owners are victim of this practice. Workers blackmail prior to joining a brick kiln and their bargaining power is higher at the time of joining the brick kiln and they are willing to commit anything to get higher peshgi. But subsequent to the joining the bargaining power of the owners increase considerable and he dictate the lives of the Brick Kiln workers' families and if the workers fails to adhere to the contractual terms owner resort to coercive measures. However both parties primarily owners want this practice to be eliminated, as by advancing money to the labour they have to commit their finances and it also increases cost of doing business for the owner, but no one is willing to work without peshgi. On the other hand workers are adamant on seeking peshgi as they have attuned their expenditure pattern on this system. However the roots of bonded labour/child labour lies in the peshgi system and targeted measures are required to curb this practice.

According to the key informants child labour is pervasive as there is economic motivation of engaging children in brick making, so very few families send their children to schools. The situation at the brick kilns can be improved through proper monitoring and enforcement of laws by the relevant authorities. Social Welfare cards should be provided to brick kiln workers just like other industrial sectors where industrial workers are provided social security cards, which entitle them to

avail health and education facilities and other entitlements provided by the social welfare department.

In terms of enforcement of laws they informed that district labour department can be the most effective actor but their capacity needs to be built to enforce those laws, and political will for enforcement is the most important element. The situation of bonded labour and child labour can be improved through proper engagement of relevant stakeholders through a consultative process, and as a result of this process regional strategies should be developed—as every region has its own peculiarities.

The condition of the children engaged in brick production is not remotely commensurate with the right and entitlements granted to children under various conventions and treaties. In order to ensure the right and entitlements debt-bondage (peshgi) system needs to be abolished through a structured and well thought mechanism. According to them continuous targeted advocacy programmed aimed at various stakeholders can bring positive results. Furthermore social protection measures are also required to bring a positive change i.e. controlling the menace of debt-bondage and child labour. Another intervention can be promotion of functional literacy to create awareness about basic mathematics to keep track of their accounts, and read employment contracts. In order to safeguard workers a standardized employment contract can be prepared vetted by social welfare department.

### **Industry in the eye of public sector official**

According to the representative of social welfare department BKI has huge profit margin, however the wage level to the workers are even lower than the minimum wage level set by the government. According to him the most vulnerable among the brick kiln workers are the children and women as they are not paid directly so they suffer double exploitation—at the hand of brick kiln owner and household head. He suggested that projects need to be implemented aiming exclusively to the improvement of children and female workers. The rules enacted to curb debt bondage and child labour needs to be complied by all the stakeholders, and in this regards awareness needs to be built, and enforcement needs to be fool proof.

Talking on the issue of ethical production he maintained that “Market is purely driven by demand and supply of the bricks, and hardly anyone care about who was involved in the making process” however if industry wide movement is initiated and consumers or sponsors of the development projects are informed about the ethically produced bricks, there is a chance that this might work. However he shared his concern that it needs a strong will and firm political commitment to be implemented.

Just like other stakeholders, he reaffirmed that Peshgi is the root cause of all evils, where worker surrender all of their right in lieu of money borrowed. In case of absence of any other window where financial needs can be fulfilled with such ease, this is only choice for many workers.

According to him the civil society—NGOS, Press clubs, Bar Associations—can help in promoting rights and responsibilities and ultimately leading to informed workers and owners.

### **Life of a children at Brick Kiln**

The life of the children working at the brick kiln is very hard as they have to bear extreme weather, harsh work environment and long hours of work without any playtime or entertainment. A brick kiln worker narrated his ordeal “We are subjected to physical abuse and the munshi treat us with great humiliation and we have no self respect. I wanted to go to school just like other fellow children who were from families not associated with the brick kilns, but our parents have meager resources unable to afford educating us though they also wanted to educate me. I don’t want to enter into

any other profession now since I am used to its norms however if the work environment is improved it can transform working at brick kiln a decent employment choice. I believe that with some level of education we can avoid being exploited at the hand of Munshi, who is responsible of advances and settling it against our effort. We are not sure how trustworthy he is, but we have no choice other than relying on him in terms of financial management. We have never been approached by anyone from the government to ask about our working conditions. We have borrowed an amount of Rs.300,000 and now everyone is toiling towards buying their freedom as it is the most valuable commodity, even superior to getting education. According to him and other kids of the same age, if the state provides them a mechanism where they can go and borrow in time of extreme emergencies, they can work at the brick kilns but with self respect. One of the children said that they mortgage their self respect in lieu of the peshgi (advance) but they had no other alternate. Another said that the owner and manager of the Brick Kilns should be penalized for maltreatment with children, but we have no platform where we can raise our concerns.

### **Situation of Male Brick Kiln workers**

Two male Brick Kiln workers were interviewed to gain a better understanding of male workers' perspective, as most of them are the breadwinner of the family. They were of the view that their living condition is deteriorating day by day due to stagnant wages, and ever increasing cost of living. The surge in prices is squeezing their capacity to afford education of the children as with every passing day they are poorer, and they have to mobilize all possible measure to augment their family incomes, engaging children to work being easiest of all. They believe that education is important and they feel pinched when they are exploited at the hand of munshi, who fudge their accounts, but they are forced to engage their children in work. They were of the view that they are not compensated commensurate with their level of effort and as per the minimum wage set by the government, but in the absence of any other economic opportunity they have to accept that bitter pill—debt bondage. They were ignorant of any rights and entitlements and suggested that awareness about rights and entitlements can improve their conditions. They suggested that government should make efforts to improve the working conditions at the brick kilns, and while talking about peshgi system he was reluctant to say that it should be abolished. As according to the key informants there is no alternate window where they can go in time of emergencies, and many a times peshgi system came to rescue them and they have a love hate relationship with the peshgi system.

### **Life of a female kiln worker**

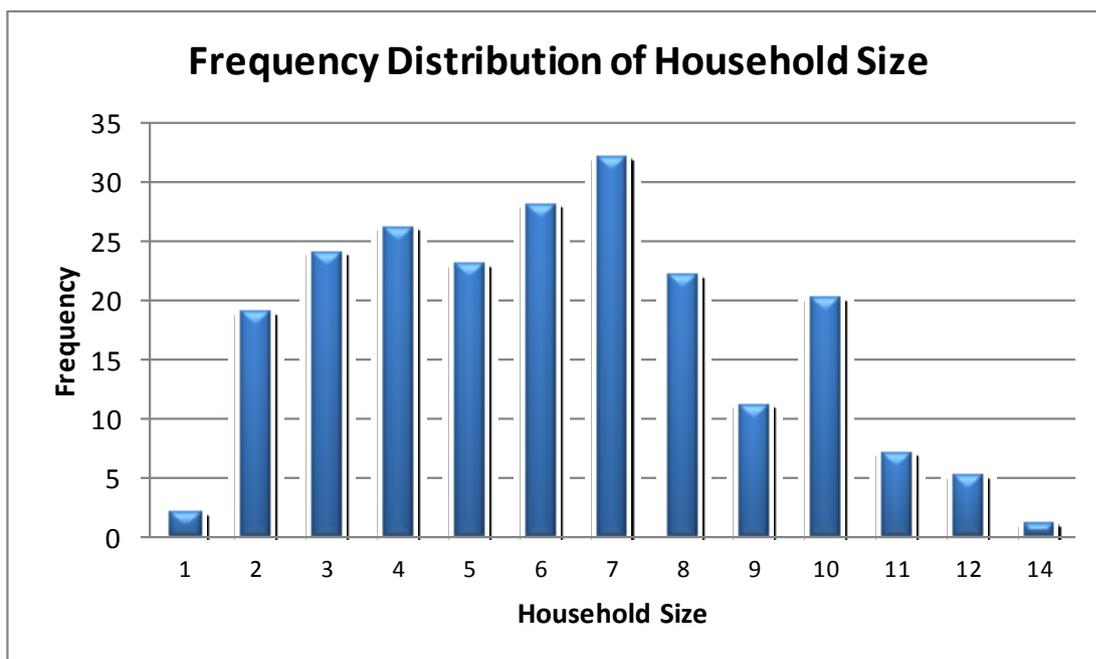
A female brick kiln worker shared her miseries while divulging an interesting dimension of the brick kiln workers. She informed that the life of a female brick kiln worker is full of miseries as they have to face hard working conditions, abusive behavior of the jammadar, and have to safeguard their children from atrocities of the brick kiln staff—in terms of all forms of harassments. She was desperate to pay off the loan and buy her freedom and do not want to continue working at the kiln. Though extremely unhappy with the work environment she informed that brick kiln owners provided peshgi amount when it was badly needs and no one was willing to provide that money. She suggested that state should start a scheme through which financial needs can be fulfilled and alternate decent work opportunities be provided to the brick kiln workers. While talking about the role of the state she informed that she never came across any government functionary, who is interested in the implementation of law or in their well being. She suggested that social welfare services be provided to all the brick kiln workers.

## QUANTITATIVE ANALYSIS

In total 220 respondents were interviewed comprising of 65% males and 35% females. Out of the total respondents 28 children were included in the survey. The graphs below provide information about age, literacy, family size, number of workers per family, and other attributes of the sample studied.

### Socio-economic situation of the brick kiln workers families

Average family size according to the study is 6 people per household, with over three person working on average per family. Graph below provides a frequency distribution of household size



The graph below exhibits that workers are associated with the industry for quite a time, the reason for the long association is primarily the ability of the kiln owner/manager to process the loan request with agility. The reason for low attrition rate is the lack of choices and lack of ability to do something else which is evident from the graph captioned "Percentage distribution of workers who do something else in addition to working on Kiln".

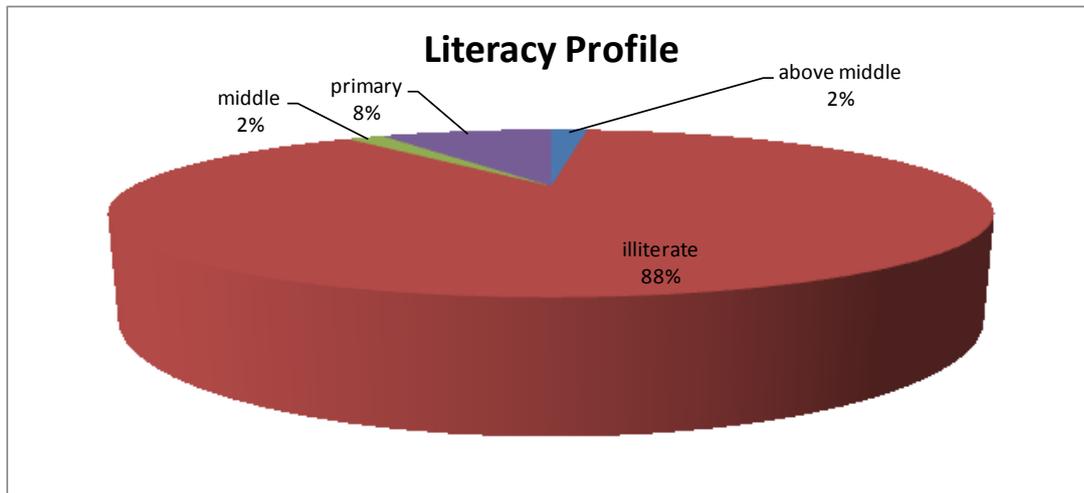
### How long you have been working at the brick kiln Cross tabulation

Count	UC	Less than 1 year	1 year-5 year	6 year-10 years	11 years-15years	16years-20years	21 years-25years	more than 25 years	Total
1	chak Dholan	0	0	0	1	0	0	0	1
2	Bhedian	3	0	0	0	0	0	0	3
3	Adhan	24	35	28	7	9	10	15	128
4	Bhedian	4	5	12	4	6	1	6	38
5	Bhopay Wall	5	8	8	2	0	0	4	27
6	Dholan	2	1	3	3	0	1	1	11
7	Dholan shah	4	3	1	0	1	0	0	9
8	Jago wala	0	2	0	0	0	0	0	2
9	Naro Phatak	1	0	0	0	0	0	0	1
<b>Total</b>		43	54	52	17	16	12	26	220



The graph captioned “Literacy profile” elaborates the maximum level of education attained by the workers. It can be seen from the graph below that almost 9 in every 10 brick kiln workers is illiterate.

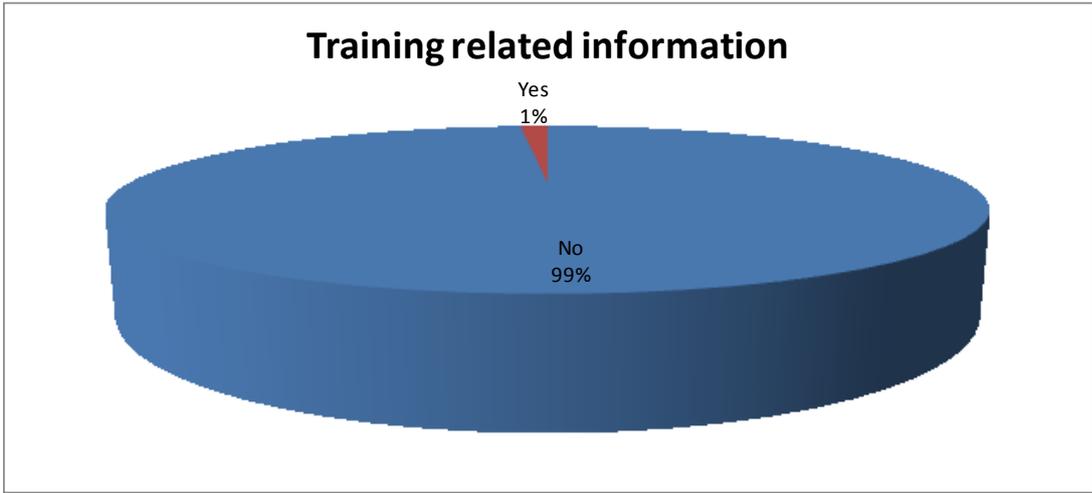
What is the your educational qualification Cross tabulation						
Count	Sex	illiterate	primary	Middle	above middle	Total
1	Male	121	15	4	4	144
2	Female	72	4	0	0	76
Total		193	19	4	4	220



Training related information was collected to ascertain the capacity of the workers in terms of doing anything else. The brick kiln workers are completely neglected by any training programme — both in public or private sector. 99% of the respondents never participated in any form of training.

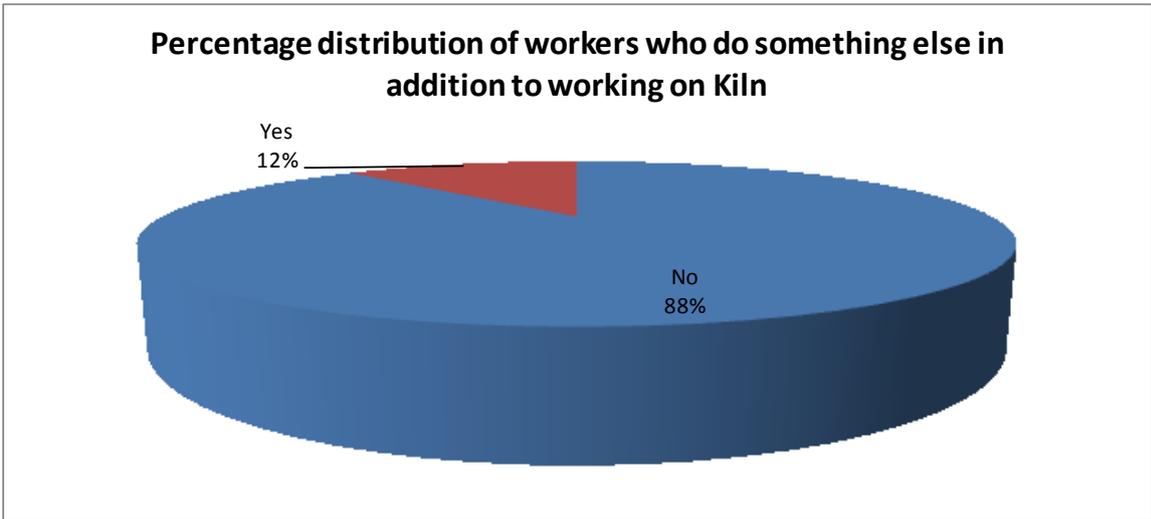
The graph captioned “percentage distribution of workers who do something else other than working in the kiln” revealed that 88% of the workers do not indulge in any other vocation/profession/ when kiln is closed—due to rainy season, or any other reason.

Have you attended any training in the last three years(vocational, life skills, any other) Cross tabulation				
Count	Sex	Yes	No	Total
1	Male	2	142	144
2	Female	1	75	76
Total		3	217	220



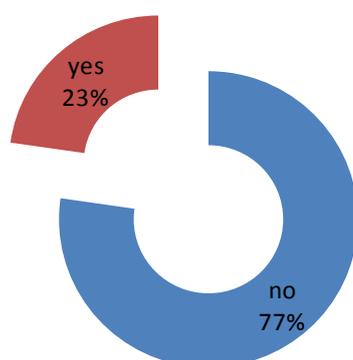
According to the graph given below 88% of the labourers are solely dependent on brick kiln for their livelihood, whereas 12% of the respondents said that they used to earn their livelihood through other means.

Have you ever done any work other than working at brick kiln Cross tabulation				
Count	Sex	Yes	No	Total
1	Male	24	120	144
2	Female	2	74	76
Total		26	194	220



The workers who did something else prior to entering into the brick kiln industry, were engaged in the professions, which does not need any degree of skill i.e. conductor in bus, donkey cart, farming, daily wages, harvesting, and partly skilled which includes welding, driving, carpet weaving, motor winding, salesman, stitching, and mason. The major reason for leaving that profession/trade was the financial crisis, and the unavailability of finances from any source other than the brick kiln. Among other reasons were to non-availability of work and loss of the productive assets—donkey, livestock, shop etc.

## Workers' perception



Perception about whether they are free workers, majority of them are of the view that they don't consider themselves as free workers as is evident from the graph above.

Responding to the question "do they have any option other than working on the brick kiln" 60% of the respondents said that they don't have any other option, whereas 40% claimed having option, but limiting factor was the finances, and debt they have to repay.

### **Reason for entering into Debt Bondage:**

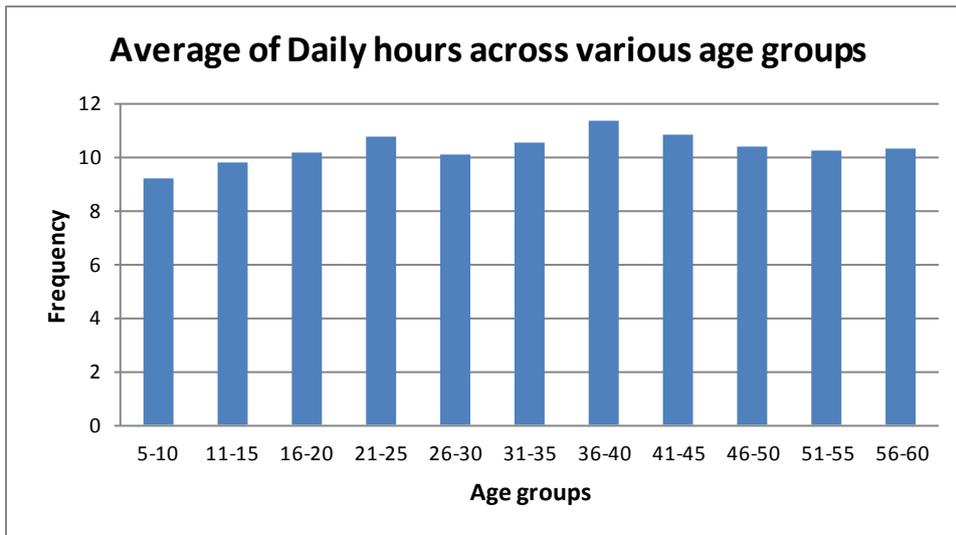
While surveying the respondents about the reason of working at Brick Kiln majority quoted debt as the primary reason. While probing further they informed that the poverty is the root cause which put them in a situation where they had to agree on such conditions.

### **Decision making.**

According to the majority of the households male family head is the Key decision maker who decide about main issues, like, who will do what?., how long they have to work?, when to work and when not to work?, Sending children to school or putting them to work?. Females have little say in decision making in majority of the cases this is evident from the fact that majority of the female who were interviewed want to send their children to school but their opinion is not heard. This is partly attributable to the poverty which necessitates putting children to work so that they can buy their freedom as early as possible, but this remains a distant dream because they are victim of viscous circle of poverty.

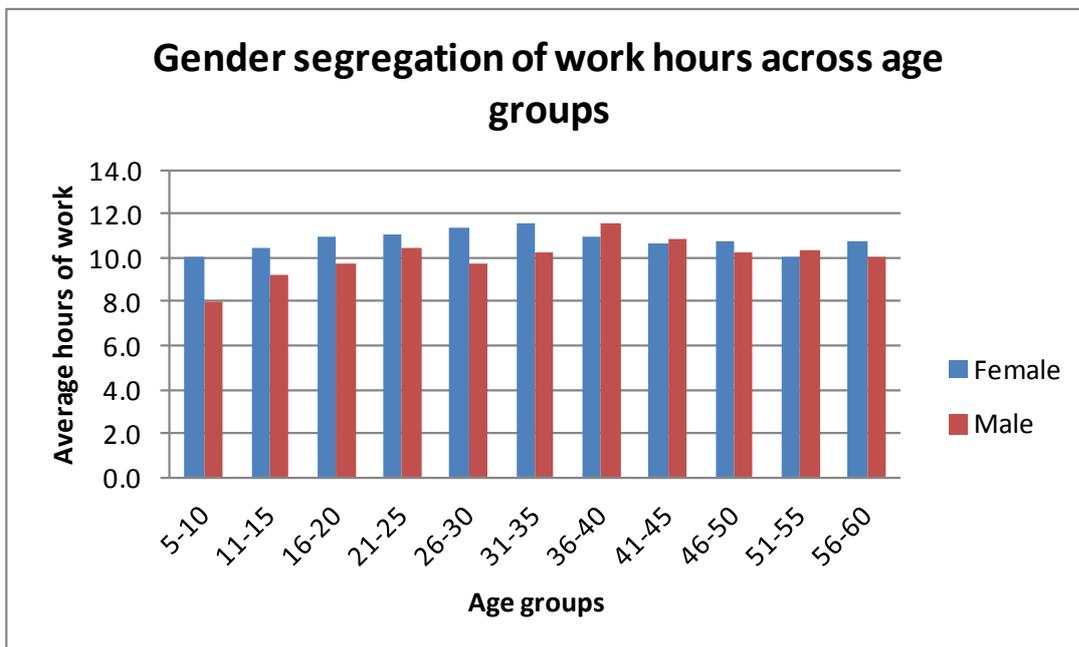
### **Brick Kiln Environment**

while responding to the questions pertaining to the work hours respondents were of the view that they have to work long hours and this is evident from the graph below



The graph above provides frequency distribution of average daily hours spend at work across various age groups. It is evident from the data that average number of hours worked per day is in the proximity of ten hours; however workers in the age bracket of 5-15 years tend to work below ten hours.

By analyzing the daily work hours segregated based on the gender it can be concluded that females tend to work more across all age groups, the reason is that they have to work other than the brick kiln to prepare food, and run domestic errands.



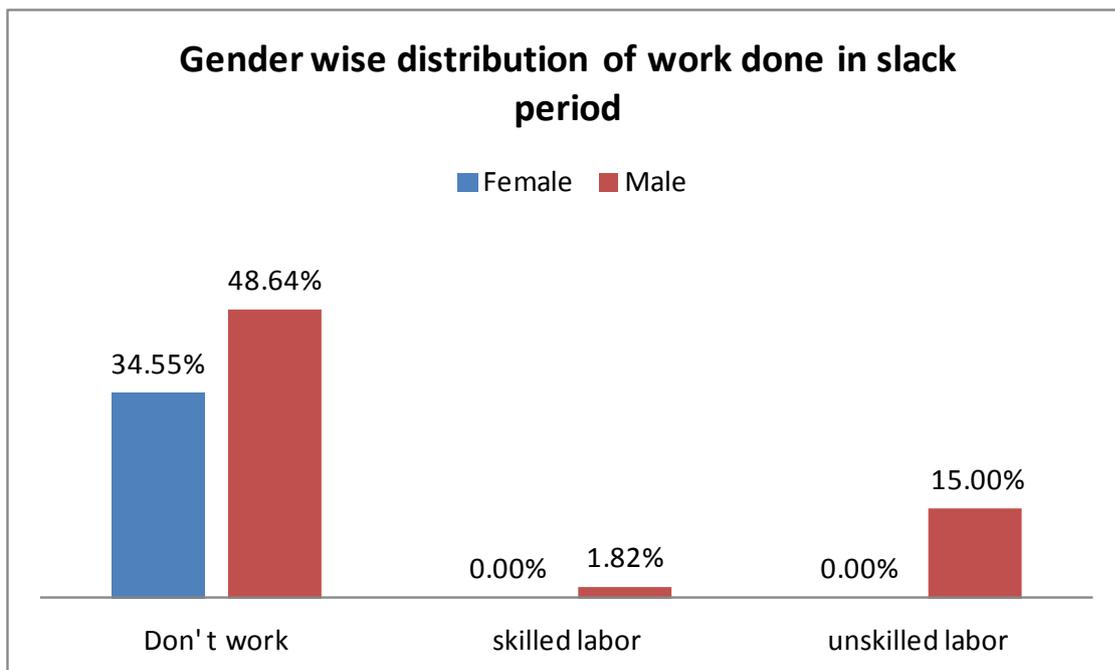
According to the majority of the workers they work for 6 days a week however the kiln operate without any break except during rainy seasons.

**Use of spare time:** Majority of the Workers informed that they don't do anything during slack period, Monsoon, and prefer to take rest after a heavy work, and few of them informed that they work on daily wages to keep their kitchen operational. However females were of the different view

and they informed that they have to work in home too whether kiln is operation or not operational, only difference is that they don't have to work in the kiln, and they utilize that spare time to rest.

**When you are not working at brick kiln, what is your income generating activity Cross tabulation**

	Sex		skilled labor	unskilled labor	Don' t work	Total
	Male	Count	4	33	107	144
		within When you are not working at brick kiln, what is your income generating activity	100	100	58.46994536	65.45454545
	Female	Count	0	0	76	76
		within When you are not working at brick kiln, what is your income generating activity	0	0	41.53005464	34.54545455
<b>Total</b>		Count	4	33	183	220
		within When you are not working at brick kiln, what is your income generating activity	100	100	100	100



A large pathera unit of three adult men and women, plus at least as many children, produce a daily output of 3000 bricks. A similar output rate per adult was seen among young migrant males. Local males appear to work some fewer hours, with an output rate closer to 800 bricks – giving the obvious explanation that they have homes and families to return to. But these workers also accept lower advances, hence, have less incentive and pressure to increase production. Young couples with no working children produce around 1200 -1300 bricks per day. We cannot say whether summer outputs vary substantially since longer summer days also require longer afternoon breaks due to the heat. At rates of Rs 130 –150 per 1000 bricks, production of 600 -1000 bricks daily would earn Rs 80 -150 per adult pathera worker.

### Economics of Brick Making Facts

- A family with 3-4 helping hands can make 1500-2000 bricks per day as per the key informants.
- Average earning per thousand bricks ranges between PKR 450-500 per day

### Frequency Distribution of Loans

Out of the total respondents 184 had borrowed money from the brick kiln owner. The frequency distribution of the loans is given in the table below. The loan is considered to be the proxy to the degree of bondage, as according to them higher the loan more vulnerable they will be.

Category of Loans	Percentage of Loan
Less than equal to Rs. 50,000	31%
Between Rs.50,001 and Rs.100,000	44%
Between Rs.100,001 and Rs.150,000	10%
Between Rs.150,001 and Rs. 200,000	10%
Between Rs.200,001 and Rs.250,000	1%
Between Rs.250,001 and Rs.300,000	4%
Above Rs.300,000	1%

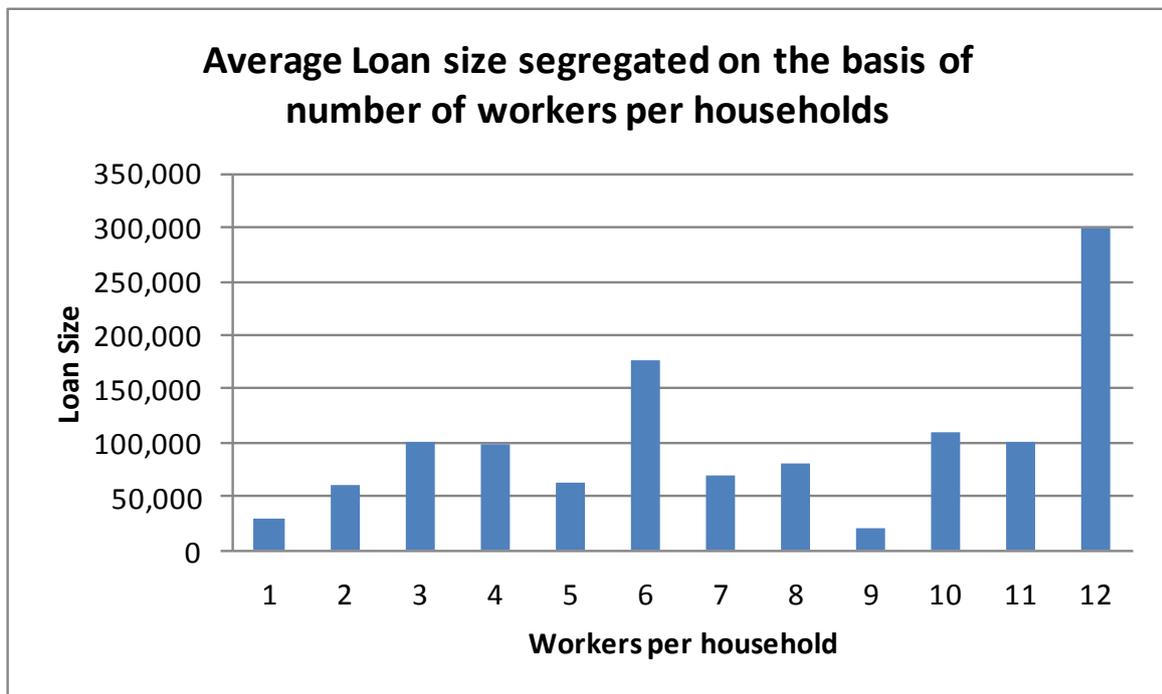
The table below provides information regarding the type of activities for which money was borrowed, along with average loan amount. Majority of the loans were taken for wedding, health followed by day to day expenditures.

Type of Activities	Percentage of Loans Numbers	Average Loan Amount PKR
Day to day expenditures	14%	108,192
Expenditures on death	4%	96,429
Health Expenditures	18%	67,939
Debt swap	8%	66,933
Wedding	44%	108,744
Shelter	4%	72,000
Others	8%	83,200

Majority of the adult respondents interviewed were of the view that there is no other source of borrowing money and the brick kiln owner is the most agile source of borrowing. Moreover no proper saving is done, as according to them major chunk of their income goes to debt servicing and consumption expenditures.

In terms of the debt paying capacity on average it needs 16 months to repay a loan of Rs.25, 000. There is a wide variation between the time taken to repay the loan ranging between 2-24 months. This variation is explained by the fact that the larger are the worker per family easier they can repay the loan.

A phenomenon is evident from the graph below i.e. larger number of workers per family can help in negotiating a higher amount of loan, and the larger earning hand in a family needs lower amount of loans as they can meet their day to day financial needs through their collective earnings.

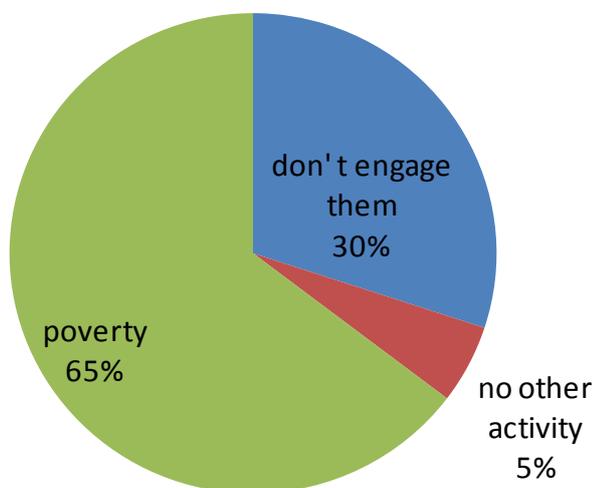


According to the study 61% of the respondents said that they are satisfied with the profession and remaining 39% showed their dissatisfaction. Poor working conditions, low compensation, long working hours, health hazard being the major causes of dissatisfaction.

Majority of the population identified fatigue as a major occupational health hazard, followed by respiratory track ailments—attributable to industry environment.

Primary reason for engaging children in work Cross tabulation					
Count	Sex	poverty	no other activity	don' t engage	Total
	Male	88	3	53	144
	Female	62	7	7	76
Total		150	10	60	220

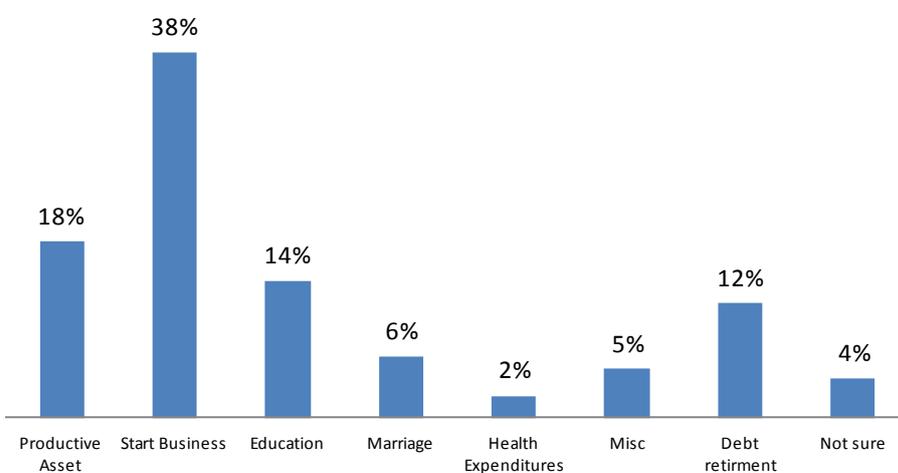
### Primary reason of engaging children in Work at Kiln



The graph above describes that 70% of the total respondents above 18 years of age engage their children in work at kiln—65% of them engage them to augment family income as they are in extreme poverty, 5% engage them because there is no alternate activity, and 30% don't engage them in work.

Everyone of the respondent has a plan if they are provided money, in order to know about their future plans a questions was asked i.e. "How will you use Rs.100, 000?" The refined response to this question is given in the table below. It is evident from the graph that if financial support is provided to brick kiln workers then they do have plans to utilize that money, as a significant proportion 38% aspires to initiate their own business, followed by owning productive assets etc.

### Expected use of financial resources



## Socio-economic situation of children at brick kilns

The study revealed that situation of the children in brick kiln families is alarming in the context of the human development parameter.

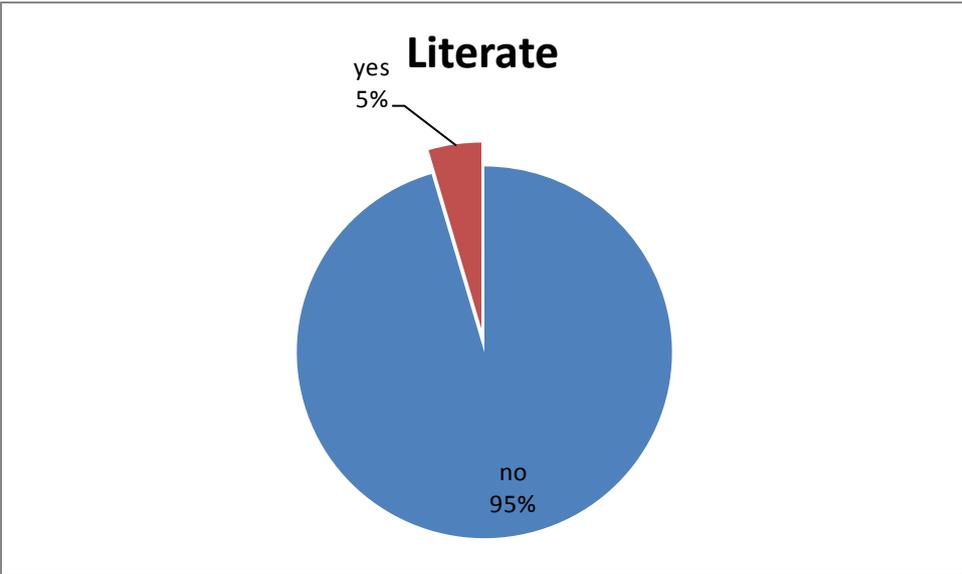
On average the day of the brick kiln children less who is less than or equal to 15 years of age is spent in a variety of way divided between rest, study, sleep, and work. The daily routine of the children is depicted in the table below. It can be seen from the table below that from 2000 hours to 0500 hours all children sleeps, and their day starts early in the morning and some goes to work, some stay home, and some goes to school.

Time Bracket	Sleeping	Free	Study	Work
00-0500 hours	100%	0%	0%	0%
0500-1000 hours	0%	18%	11%	71%
1000-1200 hours	0%	18%	11%	71%
1200-1400 hours	0%	32%	4%	64%
1400-1600 Hours	0%	82%	0%	11%
1600-1800 hours	0%	89%	0%	11%
1800-2000 hours	7%	39%	0%	54%
2000-2200 hours	100%	0%	0%	0%
2200-2400 hours	100%	0%	0%	0%

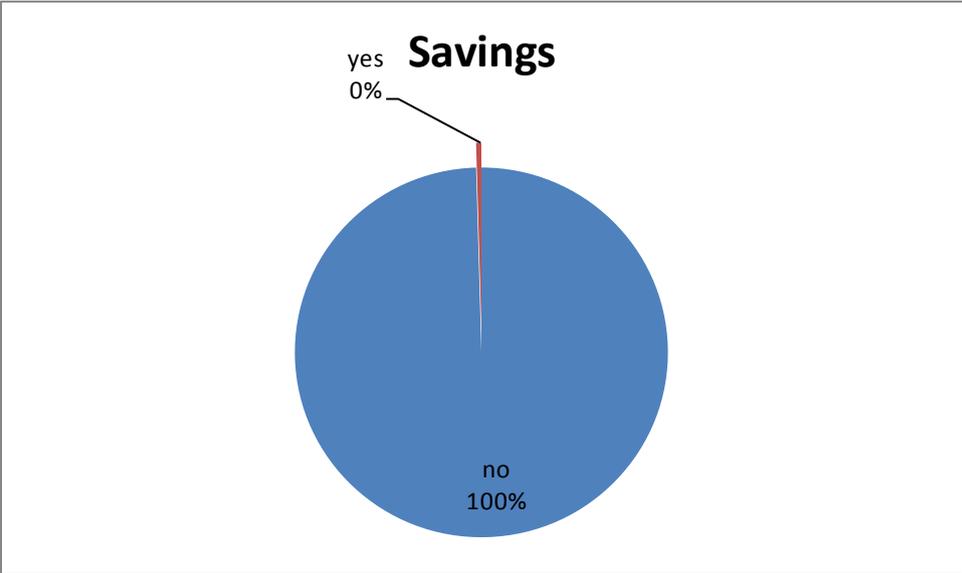
A detailed analysis of the children, associated with brick kiln workers or working at brick kiln, is given in the following sections.

### Vulnerabilities

The vulnerabilities of the brick kiln working families is a function of lack of education, lack of saving, lack of social welfare in terms of health services, lack of any social protection mechanism, lack of proper association, and lack of skills other than the brick making. All these factors combine to the extent of vulnerability, and more vulnerable a family is higher is the probability of the entering into debt bondage, and in turn child labour. The extent of various forms of vulnerabilities is graphically depicted below.



95% of the respondents were illiterate and in this facet they are highly vulnerable.



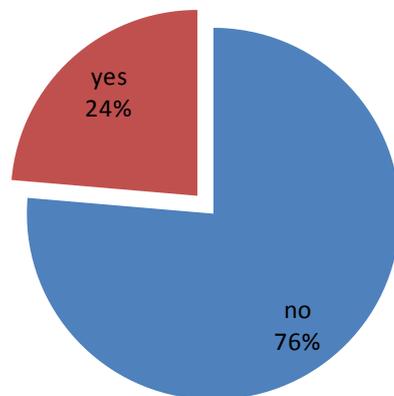
No one among the respondent saved any money to meet any unforeseen circumstances, absence of saving put them in a situation where they are highly susceptible to enter into debt bondage triggered by any shock—death in the family, health expenditures.

### Access to free health facilities



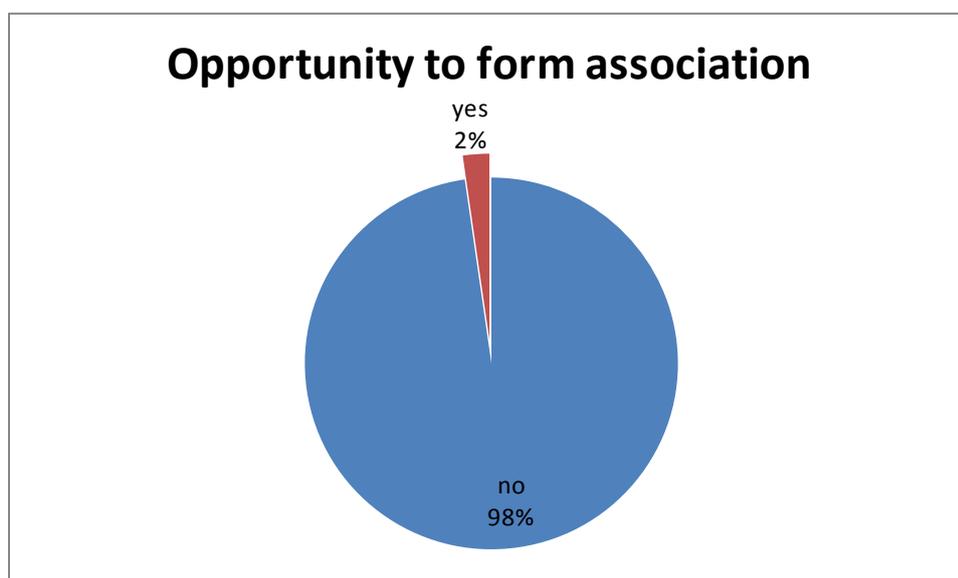
99% of the surveyed respondents have no access to free health services, so this aggravate their vulnerability because if they have to pay for the medical treatment and there is a tendency among them to procrastinate the treatment till the time disease acquired chronic condition. The treatment of the chronic diseases costs fortune, and in the absence of any saving it encourage them to enter into debt trap.

### Access to social safety



24% of the surveyed respondents said that they have access to various form social safety measures, and most notable among those is the availability of finances from Brick Kiln owners. 76% of the respondents said that they don't have any social protection, and this is one of the major causes, which promotes debt bondage.

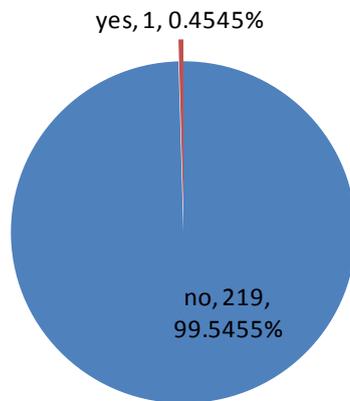
Association membership Cross tabulation				
Count	Sex	yes	NO	Total
1	Male	5	139	144
2	Female	0	76	76
<b>Total</b>		5	215	220



Opportunity to become part of an association decrease vulnerability to a certain extent, and there are little or no opportunities where they can be the member of an association which can fight for their rights. According to the survey 98% of the respondents claimed that there is no opportunity of becoming part of an association.

Skill other than Brick making Cross tabulation				
Count	Sex	Yes	No	Total
	Male	1	143	144
	Female	0	76	76
<b>Total</b>		1	219	220

### Capacity to do something other than Brick Making



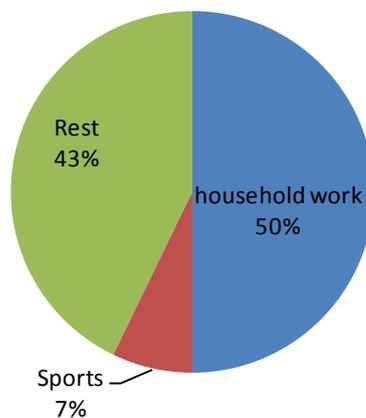
Almost no one among the respondents have the capacity to do something other than brick making or enter into unskilled labour market. So in this context they are highly vulnerable with low bargaining power.

### Children Recreation and Diet

In order to know about how children use their spare time, what is the source of their drinking water, their dietary patterns, and their personality assessment various questions were asked during survey. Findings are given below.

What do you do in your spare time Cross tabulation										
Count	Sex	cricket	Farming	Free	Household	Household Work	Play	Rest	Watch TV	Total
	Male	1	1	1	0	0	1	139	1	144
	Female	0	0	0	10	34	0	32	0	76
Total		1	1	1	10	34	1	171	1	220

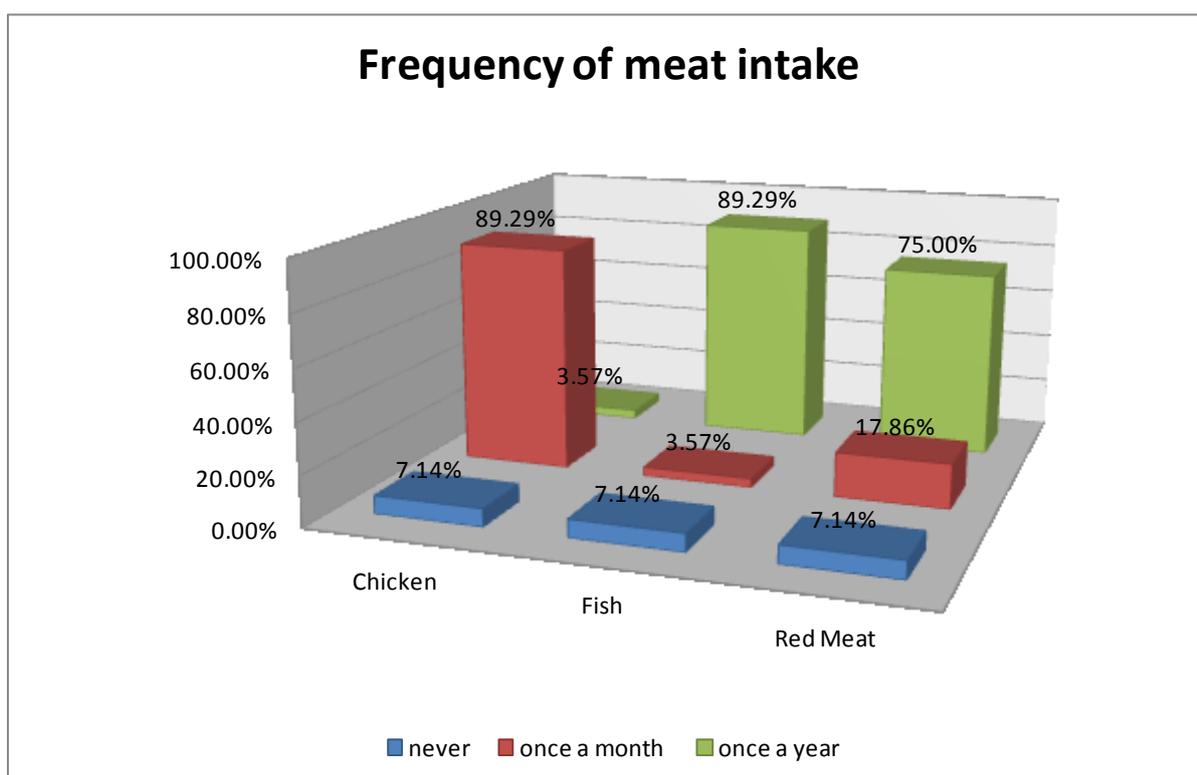
### Spare time utilization



The graph above represents how children utilize their spare time, it can be witnessed that sports and recreational activities are absent from the lives of the brick kiln child.

The primary source of the drinking water is hand pump and the frequency of meals is three. In order to probe the quality of the diet different questions were asked and summary of those responses are presented in the following space.

- Most of the children (93% of the surveyed) eat three times a day and their usual diet comprise of Roti, Vegetable, and Lentils.
- 71% drink milk occasionally, whereas 29% reported to have taken milk daily.



The graph above explains that there is a huge population that only eats fish and meat once a year that too probably on the eve of Eid-ul-Azha. It is further very depressing, that a significant proportion has never eaten any form of meat. The deficiency of animal proteins has short and long term consequences in the health of children.

### Adult Perception about Children

In order to understand the perception of adults toward various aspects of child welfare a series of questions were asked and the section below provides insight into those aspects.

### Should Children be engaged in child labour?



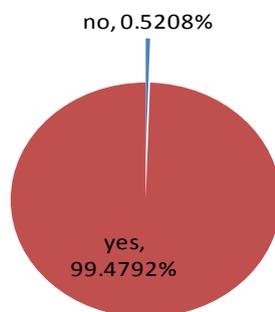
There is almost a unanimous opinion that children should not be engaged in child labour, and respondents are of the view that if children are engaged that is done to support family and to buy freedom as early as possible.

Over 70% of the adult respondents said that meaningful education which can lead to decent employment opportunities be given to children. They emphasized that vocational education should be made available to the children as according to them vocational education can help their children to earn a decent livelihood.

### Will you allow your children to study if schooling is provided during evening Cross tabulation

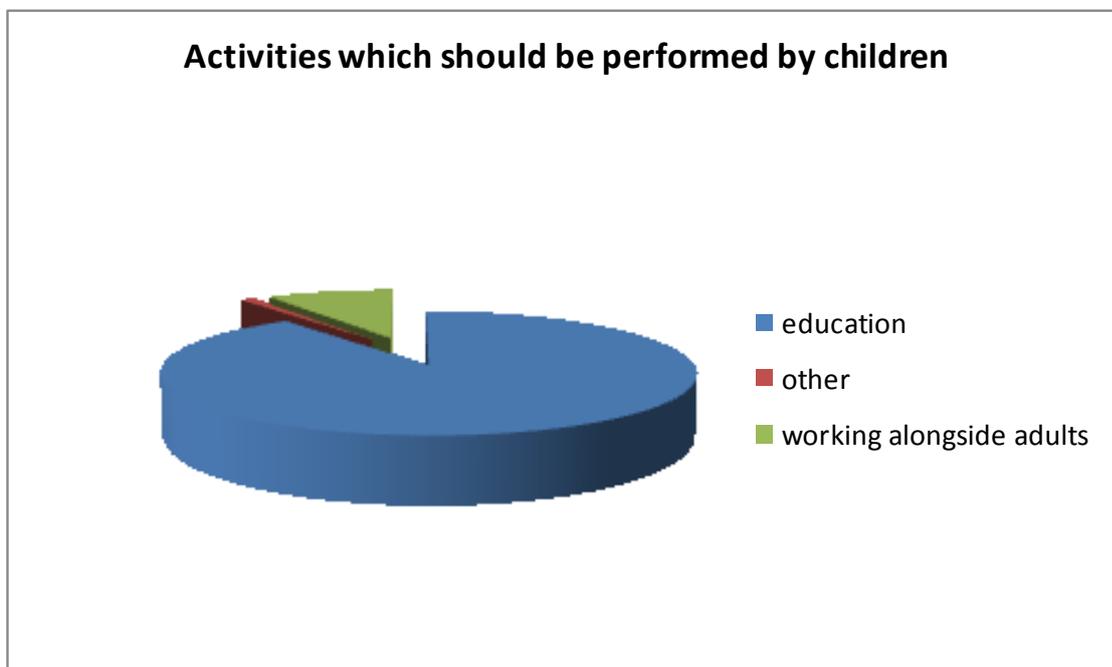
Count	Sex	Yes	No	Total
Sex	Male	143	1	144
	Female	76	0	76
Total		219	1	220

### Will they allow their children to get education, if it is provided free?



Again there was a consensus that they will allow their children to get education, if it is provided free. In the next query they were asked “Will you allow your children to study if schooling is provided during evening?” There was an overwhelming response to this query and almost all of them (over 99% ) gave their commitment to send their children to school if education is free and is given during evening. As according to them all children can benefit from this proposition.

What are the activities you think where children can be engaged Cross tabulation					
Count	Sex	Working alongside adults	Education	Other	Total
Sex	Male	9	133	2	144
	Female	11	65	0	76
Total		20	198	2	220



A little over 88% adult respondents strongly agree that children should be educated, whereas there is a group (10.4 %) who believes that children should work along their parents.

## LESSONS LEARNED FROM THE ASSESSMENT

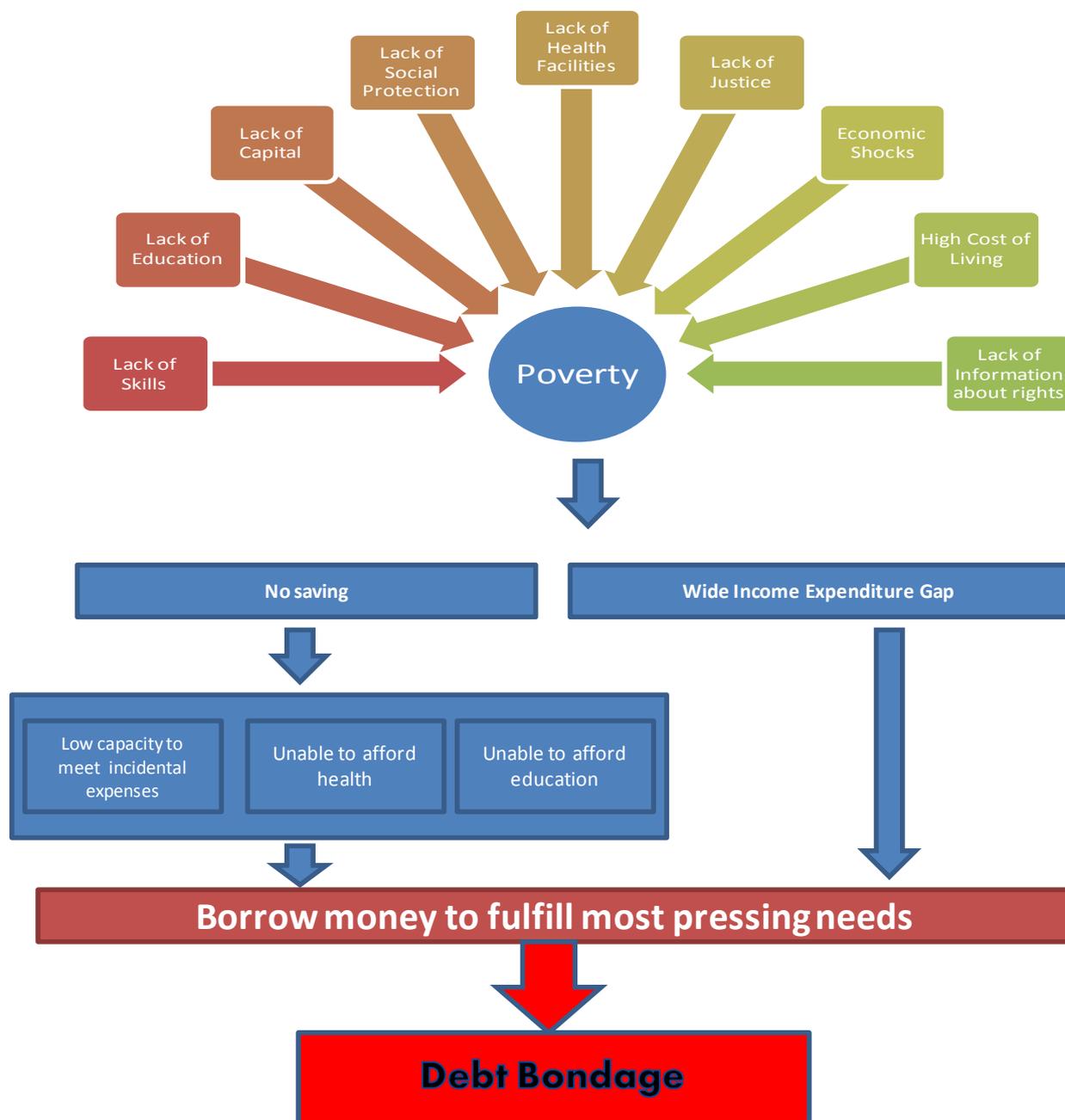
There are multiple lessons learnt from the assessment, and the key lessons learnt are listed below

- The legal and regulatory instruments are available which prohibits bonded and child labour, but the political and administrative will is missing
- The monitoring system envisaged in the Law, vigilance committees, needs to be activated with appropriate authority and power.
- The role of the civil society needs to be structured in creating awareness among the stakeholders. Press clubs can be instrumental in this regard, and Bar associations can provide free legal aid

- The phenomenon of debt bondage favored both by demand and supply side, and it has become an industry norm as generally accepted principle.
- There is a strong need that the whole eco system of debt bondage be managed so that factors which promote debt bondage can be controlled.
- An all inclusive approach—engaging all actors who have any role in the eco system—needs to be adopted for managing child labour which is a function of debt bondage.
- There is a deficiency in knowledge about rules, regulations, rights among all the actors involved in the brick kiln industry—kiln owners, kiln staff, workers, officials, associations, etc.
- The brick kiln associations need to be formed at regional basis and its capacity be built to disseminate knowledge about rules and regulation, along with lobbying for the workers’ rights.
- Livelihood programme for brick kiln workers needs to be started or they can be linked to the existing microfinance institutions/NGOs to be adjusted in their current programmes. For this efforts needs to be made to mobilize workers and create linkages with existing programmes/projects
- The vulnerability of the brick kiln workers is extremely high as they lack any skill through which they can earn income.
- Illiteracy is one of the contributing factors which promote exploitation, as most of the workers can’t keep track of their loans—how much they have paid and how much is left. Through basic functional adult literacy programme there is a probability that exploitation may be reduced.
- Almost all parents want to educate their children, but they are unable to afford educating them owing the opportunity cost—foregone income which they might earn if they contribute to the work.
- Though the brick kiln industry has been acknowledged as industry, but the benefits of industrial workers are yet to be realized. Workers are without any social security cover.
- The brick kiln industry is following age production old practices, and there are no measures of productivity enhancement, and this is a neglected area. Possible intervention in this area can improve workers’ productivity which leads to higher income.

## CONCLUSION

According to the information collected through primary research and literature review it can be concluded that roots of bonded and child labour lies not in one area rather it is spread across the whole ecosystem—all factors combined which promote debt bondage. The **ecosystem of debt bondage** is depicted in the figure below.



**Source: CHRS Study**

The illustration above shows that poverty is at center of debt-bondage issue. Poverty is the result of multiple aspects that can be through lack of skills which increase vulnerability and reduce the capacity to earn thus making one poor, similarly other factor contributes to increased poverty. Poverty results in lack of savings and wider income expenditure gap. Lack of savings increase vulnerability as a poor household is; unable to bear the incidental expenditures—marriage and

death—; unable to afford health expenditures and due to this they normally do not bother about petty ailments and indulge in self medication or consult quacks which make situation worse; unable to educate children. Similarly due to widespread inflation the gap between income and expenditures is widening day by day. So in case where money is required, borrowing remains the only choice. In the absence of any social safety net and peers who can lend money debt bondage comes as a natural choice.

In order to curb this menace of debt bondage actors across the ecosystem have to manage holistically. Given in the illustration it can be seen that welfare of the children, including education, comes last in the list of priorities of most of the families when considered in term of investment.

## RECOMMENDATIONS

Strategic Recommendations are given below and they are classified on the basis of term (short, medium, and long term).

**The issue of child labour needs to be seen in the context of bonded labour especially in the brick kiln industry, so all interventions should be in holistic paradigm, as piecemeal efforts will not be able to affect the desired outcome**

A holistic program for the relief of the brick kiln workers can be built around these recommendations.

Recommendations	Type of Intervention	Term <sup>4</sup>
1. The knowledge about ( <b>BLCLAF</b> ) Bonded Labour/Child Labour Abolition Framework (the rules, regulations, and right of the workers as granted under various acts, laws) needs to be disseminated among all the stakeholders through targeted advocacy program.	Advocacy	Medium term
2. Support to enforce the bonded labour/Child Labour Abolition Framework needs to be provided to the enforcement agencies through technical assistance.	Capacity Building	Medium to Long Term
3. The monitoring system envisaged in the Law, vigilance committees, needs to be activated with appropriate authority and power.	Institutional Capacity Development	Short To Medium Term
4. The role of the civil society needs to be structured in creating awareness among the stakeholders. Press clubs should be mobilized to create awareness through mass media and Bar associations should be supported to provide free legal aid.	Stakeholder's engagement	Short To Medium Term
5. Industry norms should be changed through working with demand and supply side and through effective monitoring.	Stakeholder's engagement	Medium to Long Term
6. An eco system approach, whereby the integrated effort is made to reduce circumstances which lead a family into debt-bondage.	Integrated program targeting livelihood, education, social safety	Medium Term

<sup>4</sup> Term is segregated based on the time required to have the desired impact i.e. short term less than a year; medium term between one to three years; long term over three years.

7. The middlemen who bargains, generally, with the labour should be sensitized about the BLCLAF, and associated penalties.	Advocacy	Short to Medium term
8. The brick kiln associations should be formed at regional basis and its capacity should be built to disseminate knowledge about rules and regulation, along with lobbying for the workers' rights, and providing support to the workers.	Institutional building and their Capacity development	Medium Term
9. Livelihood programme for brick kiln workers should be started or they should be linked to the existing microfinance institutions/NGOs. A customized project is required which can mobilize workers and create linkages with existing programmes/ projects to fulfill their capital needs.	Linkages development	Medium to Long Term
10. The vulnerability of the brick kiln workers should be reduced by providing social protection	Provision of Social safety net either through linkages or a targeted new project	Medium to Long Term
11. Illiteracy is one of the contributing factors which promote exploitation, as most of the workers can't keep track of their loans—how much they have paid and how much is left. Adult functional literacy programme should be implemented, so that their capacity to keep track of their earning and outstanding loan amount.	Adult Literacy project aimed at developing functional literacy among the brick kiln workers	Medium term
12. Brick kiln workers should be covered under Universal Primary education, and in order to promote this conditional cash transfer may be considered.	Policy level interventions	Medium term
13. Evening classed should be introduced so as to accommodate those children who have to work compelled by their circumstances, as a temporary measure.	Education for the brick kiln children	Short to medium term
14. Field Based vocational training to the workers should be provided to build their capacity and reduce their vulnerability as being dependant on single source of income, women and girl child should targeted under this intervention.	Technical and vocational training for the brick kiln workers	Medium Term

15. Productivity enhancement measures should be identified and implemented, so that productivity can be increased.	Support to brick kiln sector for productivity enhancement	Medium Term
16. Promotion of ethical production of bricks	Advocacy and lobbying	Medium Term
17. Incentives for kilns engaged in ethical production	Incentives	Short to medium term

## APPENDICES (CASE STUDIES)

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### Case Study 1-

Naseem Bibi is yet another victim of the vicious cycle of poverty which is common among brick kiln workers. To Naseem life was to wake up at two in morning; toiling till dusk while world was the grimy procedure of brick making. From two generations her family has been working on the same kiln formidably cutting all her connections to the outer world. An awareness session with one of the NGO's introduced her to the concept of National ID card and with their help she was successful in becoming a citizen of Pakistan. The NGO also help her to get registered in social security department to get their services by simply using social card. Now when she is expecting her second child her registration in social security has assisted her immensely by providing her medical facilities. This guidance has ensured that her second pregnancy does not face the same complications as her first one, due to lack of awareness and guidance about the medical and nutritional needs. She is thankful for these health facilities as it has not only helped her but her elder child as well and his vaccination course has also been completed.

### Case Study 2

The concept of "Peshgi" is widespread in the brick kilns of Pakistan and has enchained the kiln worker into a cycle which cannot be broken. Peshgi is a loan allotted to workers by the kiln owner when they are in dire need of money. The workers then have to work on the kiln to return the amount but unfortunately due to low wages the loan is passes on from one generation to another. However, Haji Naseer Sandhela owner of "General Bricks" in Pattoki has broken this common practice. Daily wages are paid to the workers instead of peshgi. Although he gives small loans to the workers when needed for a year and their contract is renewed every year. This initiative ensured that the workers at his kiln were better paid and faced minimum deduction in wages as compare to other brick kilns in the area. Non-abusive environment has been kept at his kiln. These small steps have not only helped the workers but have also given them an incentive to send their children to school and pull out of poverty.

### Case Study 3

Educating children is almost alien concept in the world of kiln workers. Their children neither have time nor resources to even go to free government schools. Also because their parents do not have CNIC or bay form to get their child admitted in school. However Babu Masieh had seen outer world and knew the importance of education so he sent his son to a nearby primary school. Their household conditions at that time were not very good but he didn't lose hope in these bitter situations. His son Javed would work with them on the kiln and in his spare time would go to a battered government school in the second shift. There would be days when his family would have no dinner but these hardships didn't stop him. If only, they fueled his ambitions to get education. He appeared in the board examinations and topped the district. His extra ordinary marks got him a scholarship in college and now he is pursuing a successful carrier. With his hard work he has been able to pull his family out of the poor conditions and fulfill his father's dream.

## ANNEXES

### Annex-1 Structured Questionnaire for Interviewing Workers and Children

i- Interview Date		ii- Interviewers Name	
iii- Brick Kiln Name			
iv- Name of Interviewee			
v- Sex (Male/ Female)		vi- Age	
vii- Tehsil		viii- UC	
x- Mailing Address			
1-A	What is the size of your family? (Number of Family Members in one family which share same stove)		
2-G	How long you have been working at the brick kiln?		
3-G	What is your educational qualification (illiterate/ literate upto which grade specify) tick the highest educational level attained)	Illiterate	
		Primary	
		Middle	
		Above Middle	
4-G	Have you attended any training in the last three years(vocational, life skills, any other)?		
5-A	Have you ever done any work other than working at brick kiln?		
6-A	If yes to question above then explain the nature of the work		
7-A	What is the reason for leaving that work?		
8-A	Do you consider yourself a free worker, having free will and has choice to take up any job other than working on brick kiln?	Yes	No
9-A	Do you have option to work anywhere where you can earn more?	Yes	No
10-G	Are you working at brick kiln out of your free will or you are forced to work at the brick Kiln?	Yes	No
11-G	if you are forced to work what is the reason that is making you to work here?		
12-G	How many family members are working in the brick kilns?		
13-G	Who is the key decision maker in the household?		
14-G	Who decides about the work distribution?		
15-G	What is your role at brick kiln? More than one can be ticked	Brick Maker	
		Carries water for brick making	
		Brick Stacking	
		Kiln operator	
		Load Bricks	
	Others -----		

16-G	How many hours you work at the kiln?	
17-G	How many days you work per week?	
18-G	Is there any season when brick kiln is closed	
19-G	If yes to above question then when is the slack period, explain	
20-G	How do you use your spare time?	
21-A	When you are not working at brick kiln, what is your income generating activity?	Skilled Labor
		Unskilled labor
		Don't work
		Any other
22-A	How much you are paid per 1000 bricks?	
23-A	What is the frequency of compensation?	Daily
		Weekly
		Monthly
		Any other
24-A	How much of the money earned by making 1000 bricks is paid in Cash?	
25-A	Have you borrowed money ( <i>peshgi</i> ) from the kiln's owner? If Yes then how much?	
26-A	What was the reason for borrowing?	Wedding
		Funeral
		Health expenses
		Shelter
		Repay old debt
		Food Expenses
		Others
27-A	What were the Terms conditions for the loan?	
28-A	How long it will take you to repay the loan, according to your estimate?	Below 6 Months
		Between 6-12 Months
		Between 1-2 Years
		Between 2-3 Years
		Above 3 Years
29-A	Is there any alternate source from where you can borrow money?	
30-A	Do you save money?	Yes      No
31-A	How long will it take you to repay a loan of 25000 (PKR)?	
32-A	Which profession would you chose if you are allowed to chose any other profession?	
33-G	Are you satisfied with your current work environment?	Yes      No
34-G	If you are not satisfied with the environment then what are the reasons for dissatisfaction?	
35-A	What are the problems being faced at the	Long working hours

	brick kilns? (Tick appropriate)	Lack of health facilities	
		Lack of entertainment	
36-G	Any other problems (please identify)		
37-G	What are the works related health hazards (please specify)?		

### Key Drivers for Child Labor

<b>38-A</b>	What is the primary reason for engaging children in work; Tick the appropriate more than one choice can be checked	Poverty	
		No other activity	
		Don't engage them	
<b>39-A</b>	If you have 100,000 PKR and no debt to pay what would you do with that money?		
<b>40-C</b>	If you get an opportunity where three wished could be granted what would be your wishes?		
<b>41-C- Children Day Plan (Average Day)</b>			
<b>Time</b>	<b>Activity</b>	<b>Time</b>	<b>Activity</b>
1-5 AM		4-6 PM	
5-10 AM		6-8 PM	
10-12 AM		8-10 PM	
12AM-2 PM		10-12 PM	
2-4 PM			
<b>42-A- Adult Day Plan (Average Working Day)</b>			
<b>Time</b>	<b>Activity</b>	<b>Time</b>	<b>Activity</b>
1-5 AM		4-6 PM	
5-10 AM		6-8 PM	
10-12 AM		8-10 PM	
12AM-2 PM		10-12 PM	
2-4 PM			
<b>43-A What Facilities are provided at Brick Kiln by the owner?</b>		House	
		Food	
		Electricity	

	Free Education	
	Health Facility	
	First Aid	

**44-A - What are the tasks performed by various members of the family?**

Adults (Between 15-60 years) Male	
Adults (Between 15-60 years) Female	
Children (Between 10-15 years) Male	
Children (Between 10-15 years) Female	
Children Below 10 years Male	
Children Below 10 Years Female	

**45-A- Vulnerability Assessment Matrix**

Vulnerability Drivers	Status (Yes/No)
Education	
Savings	
Health Facility	
Social Safety Net	
Association Membership	
Skill other than brick making	
Any other _____	
Any other _____	

**46-A- Perception about children engagement in work?**

46 (i) Do you think that it is fair to engage children in labor?	Yes	No
46 (ii) What do you think should be the treatment with the children, please explain?		
46 (iii) Will you allow your children to study, if provided free education?	Yes	No

46 (iv) Will you allow your children to study if schooling is provided during evening?	Yes	No
46 (v) What are the activities you think where children can be engaged?	Work alongside adults	
	Domestic Chores	
	Education	
	Other	

47- C- Recreation and Diet Related Information			
47 (i) What do you do in your spare time? (Please Explain)			
47 (ii) What is the source of drinking water?	Tap water		
	Canal		
	Pond		
	Hand pump		
	Any other		
47 (iii) How many times you eat daily? (Tick the relevant option)	One time		
	Twice		
	Three Time		
47 (iv) What does your daily diet comprise of? (Tick the relevant option)	Vegetables		
	Roti		
	Chicken		
	Meat		
	Daal (Lintels)		
	Fruits		
47 (v) When did you drink milk last time? (Tick the relevant option)	Today Morning		
	Yesterday		
	Last Week		
	Last Month		
	More than a month		
	Never		
48 (vi) How often you eat meat? (Tick the relevant option)	<b>Chicken</b>	<b>Fish</b>	<b>Beef/Mutton</b>
	Once a Week	Once a Week	Once a Week
	Once a month	Once a month	Once a month
	Once a year	Once a year	Once a year
	Never	Never	Never

49- C- Personality Assessment		
49 (i) Do you feel safe working at the kiln?	Yes	No
49 (ii) If No to question above what is the reason for feeling unsafe?		
49 (iii) Do you feel safe staying home in the absence of parents or any elder?	Yes	No
49 (iv) If No to questions above what is the reason for feeling unsafe?		
49 (v) Are you afraid of anything? Please Explain		

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**50- Enumerator's general comments and observations**

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Undertaking from Respondent:

I confirm that I have been informed about the purpose of the study and gave my consent to participate in the study.

Name \_\_\_\_\_

Signature/ thumb impression

\_\_\_\_\_

## Annex 2- Key Informants' Questionnaire Interview Guidelines

Interview Date		Interviewers Name	
Type of Respondent	Brick Kilns Owner/ Manager		
	Associations/Members		
	Laborers (Head of the household)		
	Female Family Members		
	Children		
	Project Staff		
	Others (NGOs working in the area)		
	Researchers working in the domain of Child and Bonded Labors		
Respondent's Name			
Sex	Male	Female	
Respondents Organization/ Firm			
Mailing Address			
Contact Number; Email			

1- What is the current Situation of Brick Kiln Industry?

2- What is the state of brick kiln labor, specially Child Labor?

3- What are the measure, which if taken can improve the prevailing situation at brick kiln with special regards to child/ forced labor?

4- What is the role of state in this industry?

5- What is the enforcement mechanism for enforcing various child labor/ bonded labor legislations?

6- Policy Level suggestions / Support

7- Do you think that child labor free/ boded labor free bricks (if certified) have the market potential?	Yes	NO
8- If yes to last question then how this potential can be harnessed?		
9-What rights and entitlements are given to kiln workers?		
10- How workers are recruited at the brick kilns?		
11- What is your perception about peshgi system?		
12- Is there any mechanism, other than getting advance from the employer, through which workers can meet their financial requirements?		

13- What measures if adopted can improve the work environment at the brick kilns?

14- It is a general perception that brick kiln workers doesn't send their children to school, what in your opinion is the reason for this situation?

15- Is there any brick kiln which is producing and selling bricks following rules and regulations? Please explain in case you know any kiln engaged in such practice

16- Respondents comments not covered elsewhere;

17- Enumerators' comments/ observations

### Annex-3- Format for Focus group Discussion

Discussion Date		Facilitators' Name	
Type of Respondent	Brick Kilns Owner/ Manager		
	Associations/Members		
	Laborers (Head of the household)		
	Female Family Members		
	Children		
	Project Staff		
	Others (NGOs working in the area)		
	Researchers working in the domain of Child and Bonded Labors		
<b>Respondent's Details</b>			
<b>S. No</b>	<b>Name</b>	<b>Gender</b>	
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

<b>Operational Checklist for Conducting Focus Group Discussion</b>		
S.NO	Steps Taken	Check
1	Introduction and briefing about the study	
2	Norms for FGDs are set	
3	FGD's proceeding are properly transcribed	
4	Discussion is concluded and conclusion is shared with participants	

**Thematic to be covered under FGD**

Instructions: Write key points of the discussion in the space provided, and for extra information use additional sheets

S.NO	Themes
1	<b>What are the issues being faced by the brick kiln owners?</b>
2	<b>What is the key motivator for engaging bonded labor?</b>
3	<b>Is the forced or bonded labor supply driven or demand driven?</b>
4	<b>What are the levels of exploitation in the brick kiln industry; by the owner; by employees; by middle men; by others?</b>

5	<b>What are the issues being faced by laborers?</b>
6	<b>What are the prevailing trends in the brick kiln industry?</b>
7	<b>What is the overall impression about engaging children in labor?</b>

8	<b>Is there any benefit associated with engaging children for labor?</b>
9	<b>What should be the responsibilities of the brick kiln owner?</b>
10	<b>What are the dynamics of <i>peshgi</i> system?</b>

11	<b>How working conditions can be improved at the brick kiln?</b>
12	<b>What do you think about abolishing child labor?</b>
13	<b>What government should do in improving this industry?</b>

14	<b>Is it possible that ethical production be incorporated in the production of bricks, if yes then how?</b>
15	<b>Facilitators Comments/ Observations</b>

## Annex- 4 Filled Questionnaire Sample

13-S

### Structured Questionnaire for Interviewing Workers and Children

Interview Date	18-09-2013	Interviewers Name	شہیر احمد
Brick Kiln Name	گولڈن برکس منورے کی ٹیک لمبر 34		
Name of Interviewee	رزاق میچ		
Sex (Male/ Female)	میل	Age	25
Tehsil	بٹوکی	UC	عادریا
Mailing Address	گولڈن برکس منورے کی ٹیک لمبر 34 عادریا بٹوکی		
A	What is the size of your family? (Number of Family Members in one family which share same stove)	03	
G	How long you have been working at the brick kiln?	02 سال	
G	What is the your educational qualification (illiterate/ literate upto which grade specify) tick the highest educational level attained)	Illiterate	
		Primary	
		Middle	
		Above Middle	<input checked="" type="checkbox"/>
G	Have you attended any training in the last three years(vocational, life skills, any other)?	NO	
A	Have you ever done any work other than working at brick kiln?	نیڈل مشین کا کارڈ کرے	
	If yes to question above then explain the nature of the work	Runknitting machine	
A	What is the reason for leaving that work?	میلری بند ہوئی	
A	Do you consider yourself a free worker, having free will and has choice to take up any job other than working on brick kiln?	Yes	No <input checked="" type="checkbox"/>
A	Do you have option to work anywhere where you can earn more?	Yes	No <input checked="" type="checkbox"/>
G	Are you working at brick kiln out of your free will or you are forced to work at the brick Kiln?	Yes	No <input checked="" type="checkbox"/>
G	if you are forced to work what is the reason that is making you to work here?	بھتیگی کی وجہ سے	
G	How many family members are working in the brick kilns?	01	
G	Who is the key decision maker in the household?	رزاق میچ	
G	Who decides about the work distribution?	رزاق میچ	
G	What is your role at brick kiln? More than one can be ticked	Brick Maker	<input checked="" type="checkbox"/>
		Carries water for brick making	
		Brick Stacking	
		Kiln operator	
		Load Bricks	
		Others	
G	How many hours you work at the kiln?	08 گھنٹے	
G	How many days you work per week?	06	
G	Is there any season when brick kiln is closed	بارش کی وجہ سے	

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G	If yes to above question then when is the slack period, explain	02 ہفتے	
G	How do you use your spare time?	کوئی اور مزدوری	
A	When you are not working at brick kiln, what is your income generating activity?	Skilled Labor	
		Unskilled labor	✓
		Don't work	
		Any other	
A	How much you are paid per 1000 bricks?	500 روپے	
A	What is the frequency of compensation?	Daily	
		Weekly	✓
		Monthly	
		Any other	
A	How much of the money earned by making 1000 bricks is paid in Cash?	355 روپے 150 روپے کوئی	
A	Have you borrowed money ( <i>peshgi</i> ) from the kiln's owner? If Yes then how much?	35000 روپے	
A	What was the reason for borrowing?	Wedding	✓
		Funeral	
		Health expenses	
		Shelter	
		Repay old debt	
		Food Expenses	
		Others	
A	What were the Terms conditions for the loan?	کوئی ٹرم اینڈ کنڈیشن نہیں	
A	How long it will take you to repay the loan, according to your estimate?	Below 6 Months	
		Between 6-12 Months	
		Between 1-2 Years	✓
		Between 2-3 Years	
		Above 3 Years	
A	Is there any alternate source from where you can borrow money?	NO	
A	Do you save money?	Yes	No ✓
A	How long will it take you to repay a loan of 25000 (PKR)?	06 ماہ	
A	Which profession would you chose if you are allowed to chose any other profession?	مزدوری	
G	Are you satisfied with your current work environment?	Yes	No ✓
G	If you are not satisfied with the environment then what are the reasons for dissatisfaction?	گھری آئی وجہ سے	
A	What are the problems being faced at the brick kilns? (Tick appropriate)	Long working hours	✓
		Lack of health facilities	✓
		Lack of entertainment	
G	Any other problems (please identify)	NO- Ans	

G	What are the work related health hazards (please specify)?	انگار اور سردی
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**Key Drivers for Child Labor**

A	What is the primary reason for engaging children in work; Tick the appropriate more than one choice can be checked	Poverty No other activity Don't engage them	<input checked="" type="checkbox"/>
A	If you have 100,000 PKR and no debt to pay what would you do with that money?	اپنا کاروبار	
C	If you get an opportunity where three wishes could be granted what would be your wishes?	پہلے سے جان چھوٹ جائے بڑے مالکوں کو کیری مل جائے	

**C- Children Day Plan (Average Day)**

Time	Activity	Time	Activity
1-5 AM		4-6 PM	
5-10 AM		6-8 PM	
10-12 AM		8-10 PM	
12AM-2 PM		10-12 PM	
2-4 PM			

**A- Adult Day Plan (Average Working Day)**

Time	Activity	Time	Activity
1-5 AM	سونا	4-6 PM	سونا
5-10 AM	سونا	6-8 PM	سونا
10-12 AM	سونا	8-10 PM	سونا
12AM-2 PM	سونا	10-12 PM	سونا
2-4 PM	سونا		

What Facilities are provided at Brick Kiln by the owner?	House	<input checked="" type="checkbox"/>
	Food	<input checked="" type="checkbox"/>
	Electricity	<input checked="" type="checkbox"/>
	Free Education	<input checked="" type="checkbox"/>
	Health Facility	<input checked="" type="checkbox"/>
	First Aid	<input checked="" type="checkbox"/>

**A - What are the tasks performed by various members of the family?**

Adults (Between 15-60 years ) Male	سونا کا کام
Adults (Between 15-60 years) Female	گھر کا کام

Children (Between 10-15 years) Male	
Children (Between 10-15 years) Female	نہیں
Children Below 10 years Male	N/A
Children Below 10 Years Female	N/A
<b>A- Vulnerability Assessment Matrix</b>	
<b>Vulnerability Drivers</b>	<b>Status (Yes/No)</b>
Education	
Savings	NO
Health Facility	NO
Social Safety Net	NO
Association Membership	NO
Skill other than brick making	NO
Any other _____	NO
Any other _____	

<b>A- Perception about children engagement in work?</b>		
Do you think that it is fair to engage children in labor?	Yes <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>
What do you think should be the treatment with the children, please explain?	Educational	
Will you allow your children to study, if provided free education?	Yes <input checked="" type="checkbox"/>	No
Will you allow your children to study if schooling is provided during evening?	Yes <input checked="" type="checkbox"/>	No
What are the activities you think where children can be engaged?	Work alongside adults	
	Domestic Chores	
	Education <input checked="" type="checkbox"/>	
	Other	

<b>C- Recreation and Diet Related Information</b>	
What do you do in your spare time? (Please Explain)	نہیں
What is the source of drinking	Tap water Canal

water?	Pond		
	Hand pump ✓		
	Any other		
How many times you eat daily? (Tick the relevant option)	One time		
	Twice		
	Three Time ✓		
What does your daily diet comprise of? (Tick the relevant option)	Vegetables ✓		
	Roti ✓		
	Chicken ✓		
	Meat		
	Daal (Lintels) ✓		
	Fruits		
When did you drink milk last time? (Tick the relevant option)	Today Morning ✓		
	Yesterday		
	Last Week		
	Last Month		
	More than a month		
	Never		
How often you eat meat? (Tick the relevant option)	<b>Chicken</b>	<b>Fish</b>	<b>Beef/Mutton</b>
	Once a Week ✓	Once a Week	Once a Week
	Once a month	Once a month	Once a month
	Once a year	Once a year	Once a year
	Never	Never	Never

C- Personality Assessment		
Do you feel safe working at the kiln?	Yes ✓	No
If No to question above what is the reason for feeling unsafe?		
Do you feel safe staying home in the absence of parents or any elder?	Yes ✓	No
If No to question above what is the reason for feeling unsafe?		
Are you afraid of anything? Please Explain	<p>کوئی ڈر نہیں۔</p>	

Enumerator's general comments and observations
<p>چھوڑ پور کام کر رہے ہیں۔ گھر جی کامت منا ہے۔ دکرا کا رومار ملنا نہیں ہے۔ صحت کے مسئلہ سائل ہیں۔</p>



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