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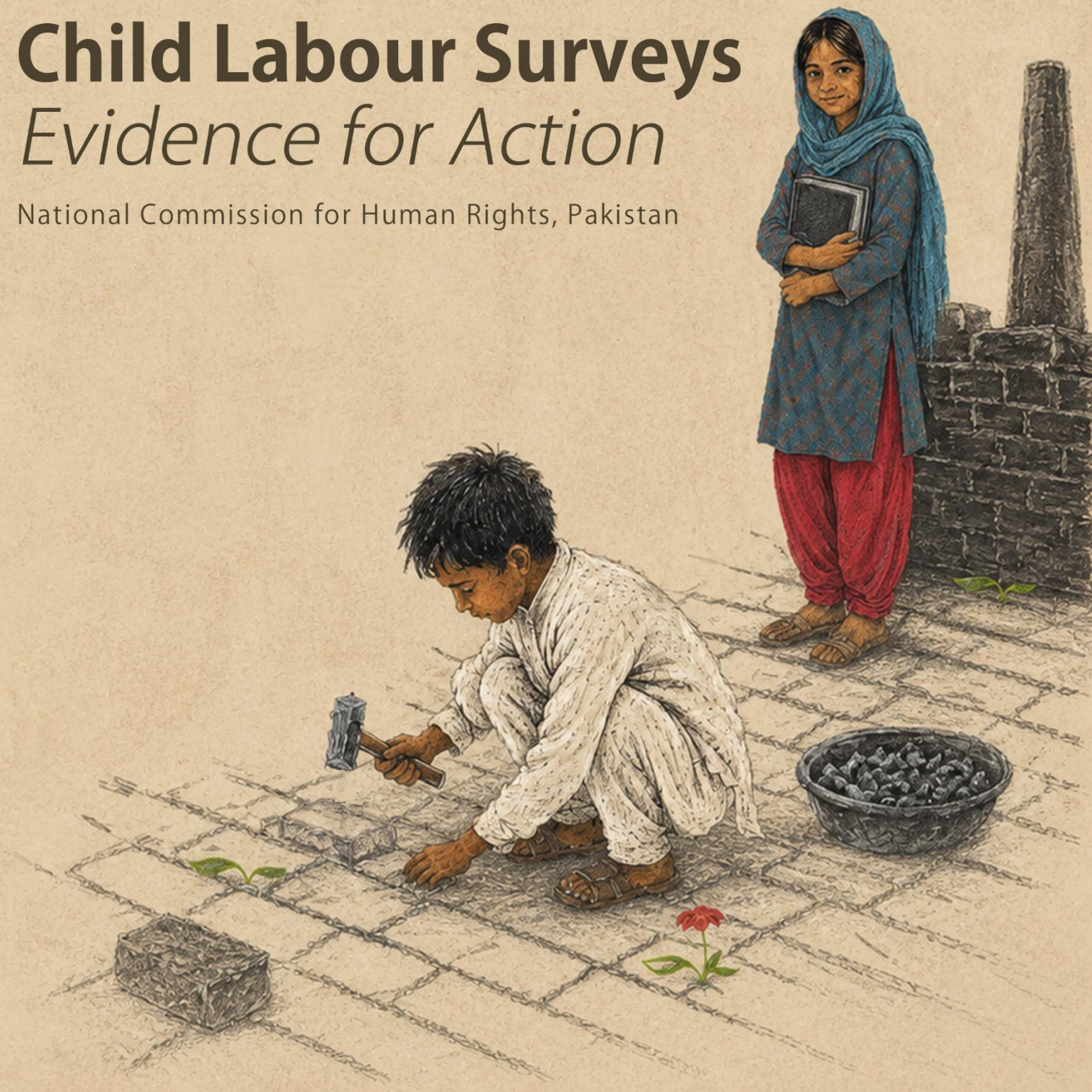
Pakistan: Child Labour Surveys

Evidence for Action

National Commission for Human Rights, Pakistan



This report summarises child labour survey findings for children aged 5-17 across Pakistan's provinces and Islamabad Capital Territory, covering working conditions, drivers, and impacts on education and well-being. Provincial differences in legislation, methodology, and context require careful interpretation when comparing results.

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This report was prepared by UNICEF Pakistan's technical partner for the Child Labour Surveys in Pakistan, the Centre for Evaluation and Development (C4ED), University of Mannheim research team, in close collaboration with the UNICEF Pakistan. For the first time, findings from the child labour survey reports of Punjab, Sindh, Khyber Pakhtunkhwa, Balochistan, and the Islamabad Capital Territory (ICT) have been synthesized into a single report to present a comprehensive national picture of child labour in Pakistan.

The C4ED team leading the preparation of this report included Juan Diego Gaviño de los Ríos, Sandra Borja, Sharline Mata, and Dr Nicholas Barton, with broader research contributions from Katia Gallegos, Viviana Garcia, Felicia Holm, Daniela De La Hoz, and Prof. Dr Markus Frölich, whose expertise informed the underlying survey findings and analysis presented in this synthesis report.

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Above all, deepest gratitude is extended to the children, families, and all respondents who participated in the child labor surveys. Their willingness to share their experiences and perspectives made this important body of evidence possible after a hiatus of three decades

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ABBREVIATIONS

BCLS	Balochistan Child Labour Survey
C4ED	Center for Evaluation and Development
CAPI	Computer Assisted Personal Interviewing
CLAHW	Child Labour and Adolescent Hazardous Work (a term used in the Punjab CLS)
CLS	Child Labour Survey
COVID-19	Coronavirus disease 2019
EU	European Union
GSP+	Generalized Scheme of Preferences Plus
ICLS	International Conference of Labour Statisticians
ICT	Islamabad Capital Territory
ICTCLS	Islamabad Capital Territory Child Labour Survey
ICESCR	International Covenant on Economic, Social and Cultural Rights
ISIC	International Standard Industrial Classification
ILO	International Labour Organization
KP	Khyber Pakhtunkhwa
KPCLS	Khyber Pakhtunkhwa Child Labour Survey
MICS	Multiple Indicator Cluster Survey
NFE	Non-Formal Education
PBS	Pakistan Bureau of Statistics
PCLS	Punjab Child Labour Survey
PSCO	Pakistan Standard Classification of Occupations
PSIC	Pakistan Standard Industrial Classification
SCLS	Sindh Child Labour Survey
SDG	Sustainable Development Goal
SNA	System of National Accounts
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
TEVTA	Technical Education and Vocational Training Authority
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children's Fund
WFCL	Worst Forms of Child Labour

FOREWORD

Rabia Javeri Agha
Chairperson
National Commission for Human Rights (NCHR), Pakistan

Every child deserves a childhood.

Unfortunately for millions of children across Pakistan, childhood is not defined by school, play, or possibility. It is defined by work, long hours, and responsibilities that should never fall on young shoulders. Behind every number in this report is a real child, one whose education has been cut short, whose health has been put at risk, or whose future has been narrowed by circumstances they did not choose.

For too long, discussions on child labour in Pakistan have suffered from a lack of reliable data. This report changes that and brings together findings from child labour surveys conducted across all provinces and territories, giving us the clearest picture we have had in decades of children's realities. It helps us move beyond guesswork and anecdote, so that policymakers, practitioners, and advocates can understand not just how many children are affected, but why.

As the National Commission for Human Rights, we see child labour as a human rights issue, not just a labour issue. When a child is forced to work at the cost of education, safety, health, or development, multiple rights are violated at once. Child labour is deeply tied to poverty, poor access to schools, exclusion, and weak protection systems. That is why tackling it requires more than inspections or penalties, it requires sustained investment in children, families, and communities.

The findings presented in this report remind us that while progress has been made, significant challenges remain. They also demonstrate the importance of evidence-based policymaking. Effective responses must be informed by reliable data and tailored to the realities of different provinces, districts and communities.

This is crucial because every child deserves a chance to learn, grow, and live with dignity. Our shared responsibility is to make sure no child has to sacrifice their future just to survive the present.

MESSAGE FROM THE UNICEF REPRESENTATIVE

Pernille Ironside
UNICEF Representative, Pakistan

The child labour surveys conducted across the country mark a major milestone, providing Pakistan with the most comprehensive body of evidence on child labour for the first time in nearly three decades. Together, they represent a combined sample of nearly 200,000 households and more than 500,000 children.

For the first time, Pakistan now has detailed district-level evidence on the scale, characteristics, drivers and consequences of child labour. The findings provide critical insights into the links between child labour and education, health, mental wellbeing and protection outcomes, creating a stronger foundation for policy and action.

Behind the statistics are approximately 8.6 million children engaged in child labour and 6.6 million in hazardous work across Pakistan[1]. These numbers represent children whose education has been disrupted, whose health and safety are at risk, and whose opportunities for the future are constrained. They remind us that child labour is not simply a labour market issue, it is a challenge that affects children's rights, development and life chances.

The evidence presented in this report confirms that child labour is not inevitable and can be addressed through commitment, policy, investment and collective action. By tackling poverty, strengthening economic resilience, removing barriers to education, expanding social protection, and creating opportunities for families and communities, we can work to ensure every child is able to learn and thrive. Findings in the report reinforce the importance of accelerating these efforts so that more children remain in school, are protected from harm, and can realize their full potential.

The child labour surveys reflect nearly a decade of collaboration among federal and provincial institutions, development partners and technical experts. UNICEF extends its sincere appreciation to the Governments of Punjab, Sindh, Balochistan, Khyber Pakhtunkhwa and the Islamabad Capital Territory; their labour departments and bureaus of statistics; the Pakistan Bureau of Statistics; and the International Labour

[1] Combined estimates across all provinces and ICT. Surveys conducted between 2019 and 2024 — figures should not be interpreted as a single point-in-time national total.

Organization for their leadership, commitment and technical partnership throughout this process. We are also grateful to the researchers and technical experts whose dedication and expertise helped bring this important body of evidence together.

The completion of these surveys marks the beginning of a renewed national effort. Pakistan now has the evidence needed to strengthen prevention systems, expand access to quality education and skills development, reinforce labour inspection and enforcement, and increase investments in child protection and social protection. It also provides an important foundation for advancing Pakistan's commitments under the Convention on the Rights of the Child, ILO Conventions 138 and 182, and Sustainable Development Goal 8.7.

Evidence alone does not change lives. Action does. This report provides a roadmap for that action. Together, we must ensure that every child in Pakistan can learn, grow and thrive in safety and dignity, free from child labour and has the opportunity to realize their full potential.

1. EXECUTIVE SUMMARY

Every child carries a world of possibilities.
Child labour should never define their future.

1. EXECUTIVE SUMMARY

1.1. BACKGROUND

Pakistan has long affirmed its commitment to the protection of children's rights and the elimination of child labour. Article 11 of the Constitution of Pakistan explicitly prohibits the employment of children under 14 years of age in hazardous occupations. Internationally, Pakistan has ratified the United Nations Convention on the Rights of the Child (UNCRC), ILO Convention 138 on the Minimum Age for Employment and ILO Convention 182 on the Worst Forms of Child Labour, as well as the International Covenant on Economic, Social and Cultural Rights (ICESCR). These commitments place the country within a global framework, reinforced by Sustainable Development Goal (SDG) 8.7, which calls for the eradication of child labour in all its forms by 2025. While this may seem a far-fetched endeavour, Pakistan has laid strong foundations by conducting a comprehensive child labour survey exercise, with surveys in each province, using the internationally recognised SIMPOC methodology across all four provinces and three territories of Pakistan. This is the first of its kind since 1996 when the last Child Labour Survey was conducted in the country, filling major gaps in evidence to monitor progress and design effective policies.

The Child Labour Surveys (CLS) provide reliable data on the activities of children aged 5–17. The data capture children's engagement in economic activities, education, unpaid household services, the number of hours worked, and the working conditions, such as exposure to risks affecting health including mental health, safety, and protection.

The surveys cover households in Punjab, Sindh, Balochistan, Khyber Pakhtunkhwa (KP) and the Islamabad Capital Territory (ICT), with data collected during different periods between 2019 and 2024 depending on provincial fieldwork timelines. Reporting was completed in 2025.

1.2. OBJECTIVES AND INTENDED AUDIENCE

This national report aims to summarise the provincial CLS results on the economic and non-economic activities of children aged 5–17, documenting the hours they work, the tasks they perform, and the conditions affecting their health, safety, education, and overall protection. The results offer a robust understanding of the scale and characteristics of child labour in the different provinces and territories in Pakistan, the factors that drive it, and its potential consequences for children's well-being. The report is intended for policymakers at the national and provincial levels, development partners, researchers, and civil society actors engaged in programmes related to child labour, education, mental health and child protection. While it offers a comprehensive national picture, meaningful analysis requires close attention to provincial peculiarities, including differences in legislation, population estimates, seasonality and the timeframe of data collection, and methodological variations (as detailed in Section 3.3). **These distinctions affect the interpretation of child labour**

prevalence across provinces; therefore, any comparison must be approached with care to ensure that policy and programme responses are accurately tailored to each province's unique context.

1.3. METHODOLOGY

The Child Labour Surveys in Pakistan follow the internationally recognised SIMPOC methodology, which provides standardised guidance on sampling, definitions, questionnaires, and field procedures, with the flexibility to use the definitions as per the legal frameworks of the country/province. It is a household-based survey targeting households with children aged 5–17. In each selected household, a parent (or caregiver) and all children aged 5-17 are interviewed to obtain accurate information on the child's work, hours, tasks, and exposure to risks.

The statistical definitions of working children and child labour reflect each province's specific legal framework, particularly regarding minimum age, hazardous industries and occupations, and local labour regulations. Working children are not automatically classified as being in child labour, only those who work excessive hours for their age, use hazardous tools, engage in dangerous industries or occupations, or work under abusive, harmful, or unsafe conditions fall under the category of child labour. Provincial differences in what constitutes hazardous work, minimum age thresholds, and sector-specific prohibitions therefore influence how child labour is identified and measured. These variations are essential for interpretation and are detailed in Section 3.3. Therefore, child labour is a subset of working children, whereby legal working conditions in terms of age, hours and industries are defined by the legislative frameworks

1.4. FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

To interpret the findings in this report, it is essential to understand that each province applies its own labour regulations and definitions, which directly shape provincial estimates of child labour. Except for Punjab, where children under 15 years old are defined as children, every other province defines children as under 14 years of age. As a result of this the definition of adolescent differs, covering the range 15–17 in Punjab and 14–17 elsewhere. In the provincial Acts, children are not permitted to work. In ICT, the 1991 Employment of Children Act is still in force, since no territorial specific legislation has been passed into law, resulting in no legal minimum age to begin work (only hazardous work is forbidden for children, not work in general). However, it is important to note that ICT has now developed a bill marking 16 years of age as the minimum age to work aligned with compulsory and free education under Article 25-A of the Constitution. The maximum weekly number of hours that adolescents may work is set at 42 hours across all provinces and ICT, apart from Balochistan, where a limit of 48 hours is defined. Light work is permitted for 12–13-year-olds in KP and Balochistan for 14 and 18 hours respectively.

These definitional disparities create uneven protection across the country, meaning that a child's level of legal safeguarding and therefore their vulnerability to exploitation, depends on where they live. Such fragmentation complicates the interpretation of aggregated statistics.

Despite these limitations, the combined results[2] across the different surveys from the four provinces and ICT[3] for children aged 5-17, included in the report estimate are as follows:

9.77 million children

in Pakistan are working

6.61 million

(68% of working children) are engaged in hazardous work

8.61 million

(88% of working children) fall under province-specific definition of child labour

These results demonstrate that most working children are employed in situations that violate provincial regulations and international standards.

Provincial patterns show substantial differences in both scale and severity. While prevalence varies by province, hazardous and harmful forms of work are widespread and affect children in every region. The CLS results point to several common patterns:

- **Punjab** carries the greatest burden with 6.68 million working children (18.6% of all children), of whom 6.04 million (16.9%) are in child labour and 4.64 million (13%) are in hazardous work.
- **Sindh** accounts for 1.87 million working children (12%), including 1.61 million (10.3%) in child labour and 1.16 million (7.4%) in hazardous work.
- **Khyber pakhtunkhwa** follows with 922.3 thousand children (11%) working, 745.2 thousand (9%) in child labour, and 631.5 thousand (7.6%) exposed to hazardous conditions.
- **Balochistan** records 274 thousand children (5.1%) working, 201.4 thousand (3.7%) in child labour, and 165.4 thousand (3.1%) in hazardous work.
- **Islamabad capital territory** (ICT) has comparatively lower levels, with 22.9 thousand children (3.6%) working, 15.2 thousand (2.4%) in child labour, and 14.5 thousand (2.3%) in hazardous work.

[2] It is important to recall that the surveys were conducted at different points in time, and the definitions of child labour differ between provinces. Nonetheless the results are indicative of the scale of the situation in Pakistan.

[3] GB and AJK (Pakistan-administered Kashmir) provinces are excluded from the national report as per normal practice of the Pakistan Bureau of Statistics when consolidating results at a national level. However, results of these territories are available in their respective CLS reports.

Key National Patterns

- Legal and definitional differences matter. Provinces apply different minimum ages, hour limits, and hazardous work lists, influencing measured prevalence—but all broadly align with ILO Conventions 138 and 182. ICT remains an outlier and requires updated legislation.
- Poverty is the strongest driver. Across all provinces, child labour is consistently concentrated among the poorest households and those with low parental education.
- Gender inequality is structural.
    - Boys are far more likely to work and fall into child labour, including hazardous work.
    - Girls are more likely to be out of school, with a higher proportion having never attended school. They also face a disproportionate burden of household chores.

Education and Child Labour

- Schooling and child labour are tightly linked. Children in child labour are more likely to have dropped out or never enrolled at all, while also working longer hours.
- Poverty and lower education reinforce one another. Poor households face a need for household members to work to make ends meet. Once children begin working, they are less likely to stay in school. These lower education levels are in turn linked to poverty, both now and likely in the future for children who drop out of school.

Health, Mental Health and Protection Risks

- Children in child labour experience high rates of injury, illness, fatigue, and depression, with a range of 32 to 58 per cent of children aged 5-17 in child labour across the provinces suffering injury or illness from their work.[4]
- Mental health is also a concern with a range of 19 to 32 per cent of 10-17-year-olds in child labour across the provinces reporting symptoms of depression.[5]

Across all provinces, poverty, limited educational access, and hazardous work environments interact to sustain child labour, particularly among older children belonging to rural, low-income households, especially where head of household is also not educated

[4] The proportion of children in child labour who reported work-related injury or illness was 32.4% in ICT, 42.1% in Punjab, 45.4% in Sindh, 57.6% in KP, and 58.0% in Balochistan, highlighting the significant physical toll of child labour across all provinces.

[5] Among children aged 10–17 years engaged in child labour, symptoms of depression were reported by 19.0% in ICT, 22.3% in Punjab, 24.8% in Sindh, 28.6% in KP, and 31.7% in Balochistan, indicating that child labour adversely affects not only physical well-being but also the psychological health of children.

2.
INTRODUCTION

Childhood is a time to learn, play, and grow.
Work should never replace these fundamental rights.

2. INTRODUCTION

The Child Labour Surveys (CLS) conducted across Pakistan represent a landmark national initiative designed to generate comprehensive, internationally comparable and up-to-date data on the situation of children engaged in work across Pakistan. Each CLS estimates the prevalence of child labour accurately at the district level, as well as investigates potential causes, circumstances, characteristics and consequences of child labour on education, health including mental health, and violence outcomes. This allows each CLS to consider hazardous work (one of the worst forms of child labour, WFCL). However, the nature of these surveys does not allow the results to capture other WFCL, such as slavery, prostitution, and engagement in illicit activities. Targeted instruments are required to fill these gaps.

Pakistan has ratified the United Nations Convention on the Rights of the Child (UNCRC), ILO Convention 138 (the Minimum Age Convention), ILO Convention 182 (the Worst Forms of Child Labour) and the International Covenant on Economic, Social and Cultural Rights (ICESCR). Even though all these conventions include elimination of child labour, no systematic survey to measure child labour had been carried out since 1996.[6] The previous Child Labour Survey (CLS) was conducted by the Federal Bureau of Statistics (now the Pakistan Bureau of Statistics, PBS) in close collaboration with the Ministry of Labour, Manpower and Overseas Pakistanis (Labour wing), the International Labour Organization (ILO) and the International Programme on the Elimination of Child Labour (IPEC). The national CLS (1996) indicated 3.3 million children were economically active in the country, roughly 8 per cent of the 40 million children in the age group 5-14. The survey covered the provinces of Punjab, Sindh, Balochistan and Khyber Pakhtunkhwa (KP, formerly known as Northwest Frontier Province).

After 1996, a recent nationwide child labour survey initiative was formally launched in March 2019 by the President of Pakistan. Surveys have been conducted in each province and administrative region of the country. The process of planning and piloting began in 2016 and the CLSs concluded in 2025. This report summarises the findings of the CLSs conducted in Punjab (2019-2020), Khyber Pakhtunkhwa (2022), Sindh (2023-2024), Balochistan (2023-2024) and Islamabad Capital Territory (2023-2024) [7]. Together, these surveys provide evidence to inform progress towards Pakistan's commitments under Sustainable Development Goal (SDG) 8.7, which calls for the elimination of child labour in all its forms by 2025. The conclusion of these surveys also plays a key role in fulfilling Pakistan's commitments to international

[6] Pakistan has also ratified the following protocols related to child labour: UN CRC Optional Protocol on Armed Conflict, UN Convention on the Rights of Child, CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography, and Palermo Protocol on Trafficking in Persons.

[7] For the purpose of this report, we refer to all areas as provinces despite ICT's different legal status as a federal territory.

treaties, such as the UNCRC, ICESCR, ILO Conventions 138 and 182, as well as to the EU in the agreement under the Generalised Scheme of Preferences Plus (GSP+).

Each CLS is based on the SIMPOC framework, which uses the definition of child labour developed at the 18th International Conference of Labour Statisticians (ICLS), and further amended at the 20th. This is designed to incorporate various aspects of the local law into the operative statistical definition, with hour limits for various age groups taken from the respective provincial child labour laws, explained in more detail in chapter three. The differences in definitions mean that direct comparisons of prevalence between provinces may be misleading and should be read with caution. Moreover, the surveys were conducted at different points in time, meaning seasonality and various shocks (including COVID-19 and the devastating floods of 2022 in Balochistan and Sindh) may influence the results. Nonetheless, gaining an understanding of how trends vary among provinces should help pave the way for policymaking to help alleviate the issue of child labour across the provinces. This document also aims to consolidate the key findings from each CLS report to improve access to these important statistics and provide a coherent overview of child labour across Pakistan's four provinces and ICT.

3.
DEFINITION OF CHILD LABOUR

Behind every child in child labour is a story that deserves attention. Understanding those stories is the first step toward change.

3. DEFINITION OF CHILD LABOUR

In line with the ILO framework, the **normative definition** of child labour refers to **work that deprives children of their childhood, potential and dignity, and that is harmful to their physical and mental development.** It encompasses activities that are mentally, physically, socially or morally dangerous and harmful to children, or that interfere with their schooling—by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work. This conceptual definition underpins ILO Conventions No. 138 (Minimum Age for Admission to Employment) and No. 182 (Worst Forms of Child Labour) and guides the statistical and legal criteria applied in Pakistan's Child Labour Surveys. Accordingly, not all work done by children is considered child labour, only those forms of work that compromise education, health, protection, safety or moral development fall within this definition. Work is defined in the CLS according to the UN's System of National Accounts (SNA) production boundary, and so encompasses (i) employment work, (ii) own-use production of goods, (iii) unpaid trainee work, volunteer work in market and non-market units and (iv) volunteer work in household production of goods[8].

3.1. STATISTICAL CONCEPT AND ICLS

While the normative definition of child labour is rooted in human rights and legal principles, the **statistical definition** adopted for measurement purposes is derived from resolutions of the **18th and 20th International Conference of Labour Statisticians (ICLS)**, held by the ILO. The ICLS framework translates the standards set out in **ILO Conventions No. 138 and No. 182** into measurable criteria that allow countries to produce internationally comparable estimates. Under this framework, children aged **5–17 years** are classified according to their engagement in **economic and non-economic activities**, their **age**, the **nature and intensity of work**, and its **potential hazards**. While children are defined as working in the past seven days according to the SNA production boundary, only a subset of this group is considered in child labour, as described below.

According to the ICLS guidelines, *child labour* refers to a subset of all *working children* whose activities meet one or more of the following criteria:

- Engagement in **hazardous work**, as defined by the respective provincial legislation.
- **Excessive working hours** inconsistent with age-specific thresholds; or
- Any **economic activity by children below the minimum legal age for employment**, as prescribed in Convention 138.

[8] This specifically includes tasks related to consumption of goods for the household's use, such as firewood and water collection. This differs from the definition of child labour in some other sources. In the SDG indicator 8.7 and statistics produced for the MICS reports, firewood and water collection are excluded from the SNA production boundary, but a limit of 21 hours is imposed for chores carried out by children, otherwise it constitutes child labour.

This statistical definition, adapted to local legislation in all provincial Child Labour Surveys in Pakistan, ensures that provincial estimates align with global reporting standards as per the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) methodology.While it aims to provide a consistent basis for comparing results across provinces, across time, and with international benchmarks, there are differences in some legal respects, notably the minimum working age being higher in Punjab (set at 15 years-old) than other provinces (set at 14 years-old). Hazardous work in the ICLS guidelines is characterised by work that is carried out at night, over long hours, in hazardous conditions, while enduring abuse, or in hazardous industries and occupations. These hazardous industries and occupations are classified in line with the provincial legislation. A detailed comparison of provincial definitions is provided below to support accurate interpretation of cross-provincial data.

3.2. LEGAL FRAMEWORKS AND RESPECTIVE LAWS

Table 1. Child related laws

Province	Key Documents
Punjab	Restriction on Employment of Children Act 2016 Factories Act 1934 Shops and Establishments Act 2014 Prohibition of Child Labour Work at Brick Kilns Act 2016 Domestic Workers Act 2019
Sindh	Prohibition of Employment of Children Act 2017 Factories Act 2015 Shops and Commercial Establishments Act 2015 Bonded Labour System (Abolition) Act 2015
Balochistan	Employment of Children (Prohibition and Regulation) Act 2021 and Rules 2022 Factories Act (1948) Shops and Establishments Act 2022 Forced and Bonded Labour System (Abolition) Act 2021
Khyber Pakhtunkhwa (KP)	Prohibition of Employment of Children 2015 and Rules 2021 Factories Act (1948) Shops and Establishments Act 2015
Islamabad Capital Territory (ICT)	Employment of Children Act 1991 (ECA, updated 2020 with hazardous schedule) Domestic Workers Act 2022

Pakistan's legal framework on child labour has evolved significantly since the ratification of ILO Conventions No. 138 and No. 182, and the enactment of the Employment of Children Act, 1991 at the federal level. Following the 18th Constitutional Amendment (2010), labour became a provincial subject, leading each

province and territory to develop its own legislation to regulate the employment of children, define minimum age standards, and identify hazardous forms of work. These laws operationalise the principles set out in international conventions within their respective jurisdictions and serve as the legal foundation for the statistical identification of child labour in the provincial surveys.

The table below summarises the key legislative instruments currently governing child labour across Pakistan's provinces and ICT. The key act defining the minimum age threshold and regulation of working hours, alongside the initial basis for listing hazardous work is included first for each province. It is noteworthy that ICT has not yet passed its own Act (though a bill is now available aligning minimum age of employment with the upper bound of free and compulsory education under Article 25A, i.e. 16 years old) restricting the employment of children, and as such uses the much older federal Employment of Children Act of 1991 as the basis for its definition of child labour.

3.3. COMPARISON OF DEFINITIONS

Table 2 provides a comparison of the key aspects in the child labour definition for each province. While all provinces align broadly with ILO Conventions No. 138 and No. 182, key differences exist in how they define *child labour* and regulate permissible work for children and adolescents. Age thresholds vary slightly: Punjab defines a *child* as under 15 and an *adolescent* as 15–17, whereas Sindh, Balochistan, KP, and ICT apply a lower threshold of under 14 for children and 14–17 for adolescents.

All provinces prohibit **night work** for adolescents, but **hour limits** (daily limits on hours spent at work including breaks), and **work-days limit** (number of days worked per week) differ. Together these provide a total weekly limit on the number of hours worked. Punjab, Sindh, and KP restrict adolescent work to less than 42 hours per week, while Balochistan allows up to 48 hours, reflecting its separate labour code. Both **Balochistan and KP** permit *light work* for children aged 12-13 under defined conditions, whereas **Punjab, Sindh, and ICT** do not have specific references to light work. The legislative framework in **ICT** is the 1991 ECA, under which the restrictions for working children are less stringent. Designated hazardous industries or occupations are only forbidden for children aged 5–13, but not for adolescents aged 14–17. However, ICT explicitly bans the work of children up to the age of 15 in domestic work in its Domestic Workers Act, 2022.

The age brackets used in the provincial reports consider the varying minimum age to work, and the possibility of light work. For this report, we divide the population of interest (ages 5–17) into children and adolescents according to the respective provincial legislation, resulting in some 14-year-olds being defined as children and some as adolescents depending on their province of residence.

Table 2. Child Labour Definitions by Province in Pakistan						
Province	**Age brackets**	**Night work times**	**Long hours limit**	**Light work permitted**	**Additional hazardous industries/occupations[9]**	**Other clauses implemented in CLS definition**
Punjab	Child: Less than 15 yearsAdolescent: 15–17 years	No work between 7:00 PM and 8:00 AM	42 hours per week for adolescents	No	38 occupations and industries	PCLS uses the provincial child/adolescent split, i.e., CLAHW (5–14 = child labour; 15–17 = adolescents in hazardous work)
Sindh	Child: Less than 14 yearsAdolescent: 14–17 years	No adolescent work between 7:00 PM and 8:00 AM	42 hours per week for adolescents	No	38 occupations and industries	Family work exemption implemented in CLS; Rest day required (maximum 6 working days per week)
Balochistan	Child: Less than 14 yearsAdolescent: 14–17 years	No adolescent work between 7:00 PM and 8:00 AM	48 hours per week for adolescents	Yes, up to 18 hours per week for 12–13-year-olds	38 occupations and industries, plus work at oil and gas fields including rigs	—
Khyber Pakhtunkhwa	Child: Less than 14 yearsAdolescent: 14–17 years	No adolescent work between 7:00 PM and 8:00 AM	42 hours per week for adolescents	Yes, up to 14 hours per week for 12–13-year-olds	38 occupations and industries, plus work at oil and gas fields including rigs	—
Islamabad Capital Territory (ICT)	Child: Less than 14 [10] yearsAdolescent: 14–17 years	No adolescent work between 7:00 PM and 8:00 AM	42 hours per week	No	18 occupations and industries	ICTCLS applies ECA threshold; domestic work under 16 years prohibited under the ICT Domestic Workers Act

Each province (excluding ICT) maintains a list of **hazardous occupations and industries** following the same basic schedule. KP and Balochistan extend it to include *oil and gas field work*. **Sindh's CLS** introduces an explicit *family work exemption*[11]

[9] The list of industries and occupations is part of Annex I.
[10] While there is a definition for a child, this does not constitute a minimum age to work in ICT.
[11] In Sindh, the prohibitions related to employment, such as restrictions on working hours, and weekly holidays do not apply to adolescents working with family (parents or siblings) or in an educational setting to learn skills (see section 9(3) in Part III of the Act). In practice this means that adolescents identified as working with their families who work long hours, during the night or work seven days in a week are not categorised as being engaged in child labour.

and limits the workweek to six days. **Punjab's CLS** interprets the provincial Act to distinguish *child labour (5–14)* from *adolescents in hazardous work (15–17)*. In this report, for comparative purposes, the results listed under *child labour and adolescent hazardous work (CLAHW)* from the Punjab CLS are used to report on the full age range 5–17.

Overall, these definitional nuances—particularly in age limits, permissible hours, and treatment of family work—lead to small variations in how the provincial CLSs operationalise the concept of child labour within the common ICLS–SIMPOC framework.

The respective legislation provides a list of hazardous occupations, industries and tools for each province. These are listed in Annex I. In translating these lists into a statistical definition, codes in the Pakistan Standard Industrial Classification (PSIC), 2010, and the Pakistan Standard Classification of Occupations (PSCO), 2015 were identified. These two classifications put the work carried out by household members into categories that describe what is produced (i.e. the industry) and the type of tasks carried out (i.e. the occupation). This allows us to determine whether the work described and subsequently coded in the respective CLS is included in the list of hazardous industries and occupations. Much of the list is common to all provinces, with the exception of ICT, since the provincial Acts were developed subsequently, allowing for aspects in the list to be incorporated in a consistent manner. In KP the additional process of "Work at oil & gas fields including rigs" is included, while in Balochistan four additional processes are included: "Marble cutting", "Bakery and working in ovens", "Plastic moulding", and "Domestic Child Labour". The latter is not easy to account for in a statistical sense, since domestic work is not defined as child labour, unless the work is hazardous. Domestic work is outright forbidden for children under 16 in ICT. The list for ICT is much shorter despite being amended in 2020, and a comparable list can be found in the Islamabad Capital Territory "Prohibition on Employment of Children Bill", as proposed in 2022 but still not passed as an Act into law. Work in brick kilns was added to the list of hazardous industries in Punjab, following the Prohibition of Child Labour Work at Brick Kilns Act 2016. Very few children (260 unweighted[12] children in surveyed households) were identified as working in brick kilns. This may be due to children working at brick kilns not living in household units, which make up the sampling frame of this type of survey.

3.4. LIMITATIONS OF THE NATIONAL SUMMARY REPORT

This report brings together the results of all four provincial Child Labour Surveys (CLS) conducted across Punjab, Sindh, Khyber Pakhtunkhwa, Balochistan, and also (ICT) the Islamabad Capital Territory to provide a comprehensive overview of child labour across Pakistan's provinces and ICT. While this consolidation serves an important evidence and policy function, readers must exercise caution when

12 This amounts to 54,351 children when weighted.

interpreting the figures presented in this summary report. The following limitations underpin this caution.

Methodological variations

As detailed in Section 3.3, all five regional surveys were not designed as components of a single nationally representative survey. Each was designed independently, with minor differences in questionnaire design as well as its localisation and field procedures. Provinces apply different minimum age thresholds, varying lists of hazardous occupations and industries, different hour limits for adolescents, and in some cases province-specific provisions such as family work exemptions (Sindh) or light work permissions (KP and Balochistan). ICT continues to operate under the 1991 Employment of Children Act, which is considerably less stringent than the provincial Acts enacted after the 18th Constitutional Amendment. These differences mean the surveys do not assume full equivalence across provinces.

Temporal Inconsistency

The surveys were conducted at different points in time, spanning from 2019–2020 (Punjab) to 2022 (KP) and 2023–2024 (Sindh, Balochistan, and ICT). This five-year span means the data reflects different economic, social, and seasonal conditions across provinces. Significant shocks, including the COVID-19 pandemic during Punjab's fieldwork and the devastating floods of 2022 affecting Sindh and Balochistan may have influenced child labour prevalence in ways that are not uniform across provinces. A national figure is not derived from surveys, since they were conducted across such different reference periods, and the resulting aggregate would lack a clearly defined reference period. Therefore, while the number of children estimated to be in child labour in the provinces and ICT sum to approximately 8.6 million, it is not possible to say that this number is valid for any single point of time.

Sampling Error and Statistical Reliability

Each provincial Child Labour Rate has its own Margin of Sampling Error (Confidence Interval), which indicate the statistical reliability of that province's survey estimates. These levels of uncertainty vary across provinces. For example, ICT had a comparatively lower household response rate (79.9%) than other provinces, leading to a wider margin of error and lower precision.

Notwithstanding these limitations, the consolidated results remain valuable. They represent the most comprehensive body of evidence on child labour ever collected in Pakistan, covering a combined sample of nearly 200,000 households and more than 500,000 children, with the provincial surveys ranging from 5,810 children in ICT to nearly 185,000 in Punjab. The provincial results are individually robust and district-representative. Read together, they illuminate consistent national patterns in the drivers, characteristics, and consequences of child labour, and provide a strong evidence base for policy action at both provincial and national levels.

4.
SURVEYS

No child should bear the burden of adult responsibilities.
Every child deserves protection, care, and support.

4. THE SURVEYS

Each survey was led by the respective provincial Labour Department and executed by the respective Bureau of Statistics. However, in Balochistan a consortium of non-Governmental agencies was formed to conduct the CLS, while the Punjab Bureau of Statistics conducted the ICTCLS. Fieldwork was implemented with computer-assisted personal interviewing (CAPI) and rigorous training and quality assurance measures. Together, these surveys interviewed almost 200,000 households and more than 500,000 children aged 5–17, making these the most comprehensive datasets on children's activities ever collected in Pakistan. In terms of the sample frame, this is the largest household-based survey after the census in Pakistan. Although it is called the Child Labour Survey, with in-depth data related to linkages with education, health, safety and protection, it would be a misnomer if these important aspects of child well-being and broader children's rights are not considered as part of the evidence generated. With the sample being drawn from children living in households, children living in other situations may be missed, and non-family members (such as children engaged in domestic work and living at their place of work) may be underreported.

Sampling was designed in close collaboration with PBS, to provide representative statistics at the district level, with all Tehsils included in sampling. Sample sizes were determined using the **2017 Population Census** as well as the most **recent MICS survey results from each province** (where available). Census blocks represented the Primary Sampling Unit for the survey. The strategy (and the adapted SIMPOC questionnaire) was successfully piloted in Punjab in 2017 in Chakwal and Muzaffargarh districts, which were selected as the highest and lowest child labour prevalence from Punjab MICS 2014.

Fieldwork involved a listing exercise to identify households with children aged 5–17, from whom a sample was drawn for roll out. Punjab was the first province to initiate work on its CLS and completed fieldwork in March 2020. A short delay was faced during fieldwork due to the onset of the COVID-19 pandemic. In Sindh various administrative issues led to delays in the implementation of rollout, made worse by the monsoon flooding of 2022, necessitating a relisting of Sindh excluding Karachi. This meant that data was collected in two phases – Interior Sindh and Karachi Division. Data collection was completed for the province in April 2024. In KP, data collection was completed in October 2022, in Balochistan in April 2024 and ICT in March 2024.

Household response rates were high, and above 90 per cent in all provinces except ICT (79%), where households were more likely to refuse being surveyed. Without recent large-scale surveys in ICT, the 90 per cent response rate assumed for sample-size calculations turned out to be overly optimistic, resulting in a larger margin of error. There is some evidence that richer areas may have lower survey response rates in South Asia (Rama et al., 2015), which can be better accounted for in future surveys carried out in ICT. In Balochistan, field teams were more often refused permission to

interview children, which is surprising since children were more likely to be neither enrolled in school nor in work. It was also noted that girls were less likely to respond (response rate 80.7 per cent for girls vs 84.1 per cent for boys).

Table 3. Survey periods and response rates

Indicator	Punjab	Sindh	KP	Balochistan	ICT
Survey period	Nov 2019–Mar 2020	Karachi: Dec 2022–Apr 2023;Rest of Sindh: Jan–Apr 2024	Jan–Oct 2022	Sep 2023–Apr 2024	Jan–Mar 2024
Households					
Sampled	71,584	62,678	54,270	25,072	4,368
Approached	65,896	61,859	53,746	23,974	3,667
Responded	62,177	56,967	49,734	23,026	2,929
Response rate (%)	94.4	92.0	92.5	96.0	79.9
Children (5–17)					
In household	192,641	128,232	154,156	76,188	7,321
Responded	184,466	119,965	144,632	62,946	5,810
Response rate (%)	95.8	93.6	93.8	82.6	79.4

5.
ACTIVITY OF CHILDREN

The impact of child labour extends beyond childhood. Its consequences can shape entire lifetimes.

5. ACTIVITY OF CHILDREN

Children's daily lives are shaped by how they balance time between **schooling, work, and household responsibilities**. The Child Labour Surveys show that many children divide their day among attending school, helping at home, and—especially for older children—participating in economic activities. These competing demands create inherent **trade-offs**: time spent working or performing chores often comes at the expense of school attendance, study time, and opportunities for rest or play. For many children, particularly those from poorer households, this balance is not a choice but a necessity, with economic pressures and household expectations reducing the time available for learning, recreation, and healthy development.

Table 4 shows school attendance by province and gender for children aged 5–17. Overall, ICT has the highest school attendance (89.7 per cent) and the lowest share of children who have never attended school (5.6 per cent), while Balochistan holds the lowest school attendance, with only 57.8 per cent, and the highest share of children who have never attended school, at 40.2 per cent. School attendance is higher for boys in every province except ICT, with the most notable gap present in KP. Moreover, girls are more likely than boys to have never attended school.

Table 4. Percentage of children aged 5-17 by school attendance and sex

Category	Punjab	Sindh	KP	Balochistan	ICT
School Attendance					
Total	79.3	66.9	70.5	57.8	89.7
Boys	80.7	71.5	79.3	63.9	89.4
Girls	77.7	61.8	60.6	50.1	90.0
Never Attended School					
Total	10.2	27.9	22.5	40.2	5.6
Boys	8.2	23.6	15.2	34.2	5.2
Girls	12.4	32.6	30.7	47.8	6.2

Table 5 shows that a large proportion of children participate in household chores. Results are split by province, age group and sex, highlighting that as children grow older, they are more likely to take part in household chores. Similarly, the amount of time they spend on these activities also increases steadily. This progression is consistent for both boys and girls. However, in every province, girls are more involved in household chores than boys, and they also spend more hours per week doing them. This gender difference appears from early ages and becomes more prevalent among older age groups, with adolescent girls spending considerably more time in household chores than their male counterparts.

While this pattern holds across provinces, some regional differences stand out. Balochistan (30.2 per cent) and ICT (34.1 per cent) show notably lower levels of engagement in household chores among children overall. These lower figures may reflect differences in household size, living arrangements, or social expectations around children's contributions to domestic tasks.

Table 5. Percentage of children aged 5-17 engaged in chores and hours of chores

	Punjab	Sindh	KP	Balochistan	ICT
Percentage of Children Aged 5–17 Engaged in Chores					
All 5–17 (Total)	**69.0**	**53.1**	**59.3**	**30.2**	**34.8**
Children	65.5	46.9	51.3	25.2	25.1
Adolescents	82.7	72.9	81.1	47.6	58.7
Boys (Total)	**66.3**	**49.9**	**58.2**	**27.9**	**35.5**
Children	64.1	44.8	51.3	23.3	26.3
Adolescents	74.9	66.0	76.8	42.1	57.8
Girls (Total)	**71.9**	**56.6**	**60.6**	**33.2**	**34.1**
Children	67.1	49.3	51.3	27.3	23.8
Adolescents	91.0	80.8	86.0	55.6	59.8
Average hours of chores for children aged 5–17 per week by sex					
Boys (Total)	**3.9**	**6.3**	**5.3**	**8.3**	**5.6**
Children	3.6	5.7	4.7	7.7	5.0
Adolescents	4.7	7.6	6.3	9.4	6.2
Girls (Total)	**7.8**	**10.0**	**8.5**	**11.0**	**8.8**
Children	6.2	8.1	6.4	9.0	6.7
Adolescents	12.4	13.9	11.9	14.8	10.8

Engagement in economic activities, i.e. for working children, is explored in Table 6, which shows that engagement in work is lower in ICT (3.6 per cent) and Balochistan (5.1 per cent). Engagement in work increases with age for all provinces, more than doubling in every province when comparing children to adolescents.

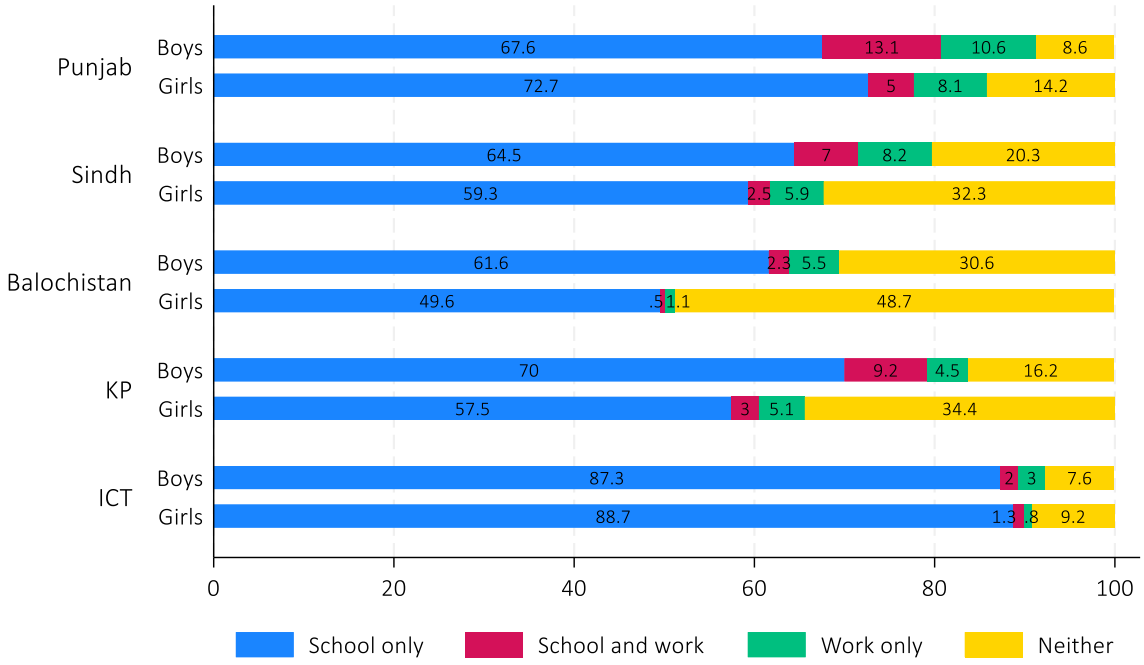
Table 6. Percentage of working children by age group and sex					
	Punjab	**Sindh**	**KP**	**Balochistan**	**ICT**
Percentage of working children/adolescents					
All 5–17 (Total)	**18.6**	**12.0**	**11.1**	**5.1**	**3.6**
Children	13.4	7.8	7.3	2.0	1.7
Adolescents	39.8	25.5	21.6	15.5	8.4
Percentage of working boys and girls aged 5–17					
Boys	23.8	15.2	13.8	7.8	5.0
Girls	13.1	8.4	8.2	1.7	2.1

Figure 1 shows the children's engagement by sex in work, school, both, or neither across provinces. For boys, the majority across all provinces are only in school, with ICT (87.4 per cent) having the highest proportion, while Balochistan (61.6 per cent) has the lowest. The share of boys that are engaged just in work is overall low, with Punjab (10.6 per cent) slightly higher in comparison to the rest. The percentage of boys combining work and school is also relatively small, peaking in Punjab (13.1 per cent) and having its lowest in Balochistan (2.3 per cent). Moreover, a substantial proportion of boys in Sindh (20.3 per cent) and Balochistan (30.6 per cent) are neither working nor attending school.

For girls, the trends are similar but with sharper contrasts. The majority is only attending school, particularly in ICT (88.7 per cent) and Punjab (72.7 per cent), while Sindh (59.3 per cent) and Balochistan (49.6 per cent) report much lower attendance rates. Engagement exclusively in work is minimal across all provinces, especially in ICT (0.8 per cent) and Balochistan (1.1 per cent). In contrast, a large share of girls in Sindh (32.3 per cent), KP (34.4 per cent) and Balochistan (48.7 per cent), fall into the "neither" category. When girls are neither in school nor working, they are likely to be at home carrying out chores, while for older girls this may reflect early marriage.

When comparing sexes, boys show higher participation in both schooling and work compared to girls, while girls are more likely to be excluded from both activities. Boys are more likely to combine work and school in all provinces.

Figure 1. Percentage of children aged 5-17 engaged in work/or school by province and sex



6.
CHILD LABOUR

A society is judged by how it treats its children.
Protecting their rights strengthens us all.

6. CHILD LABOUR

6.1. INCIDENCE

It is important to recall that not all work carried out by children is considered as child labour. This means that child labour is a subset of working children. Furthermore, due to the minimum age restrictions on work, not all child labour for children below that minimum age is classified as hazardous work. The progression between categories is dependent not only on the type of work carried out but also the different definitions of child labour in each province.

Table 7. Percentage and number of children in work, child labour, and hazardous work

Category	Punjab	Sindh	KP	Balochistan	ICT
Working Children					
Percentage of all 5 -17 (%)	18.6	12.0	11.1	5.1	3.6
Numbers	6,675,981	1,872,512	922,314	274,047	22,930
Child labour					
Percentage of all 5-17	16.9	10.3	9.0	3.7	2.4
95% Confidence interval	[16.5, 17.3]	[9.8, 10.8]	[8.5, 9.5]	[3.4, 4.1]	[1.8, 2.9]
Number	6,036,472	1,610,037	745,155	201,352	15,180
Hazardous work					
Percentage of all 5-17	13.0	7.4	7.6	3.1	2.3
Number	4,640,493	1,155,830	631,461	165,435	14,523

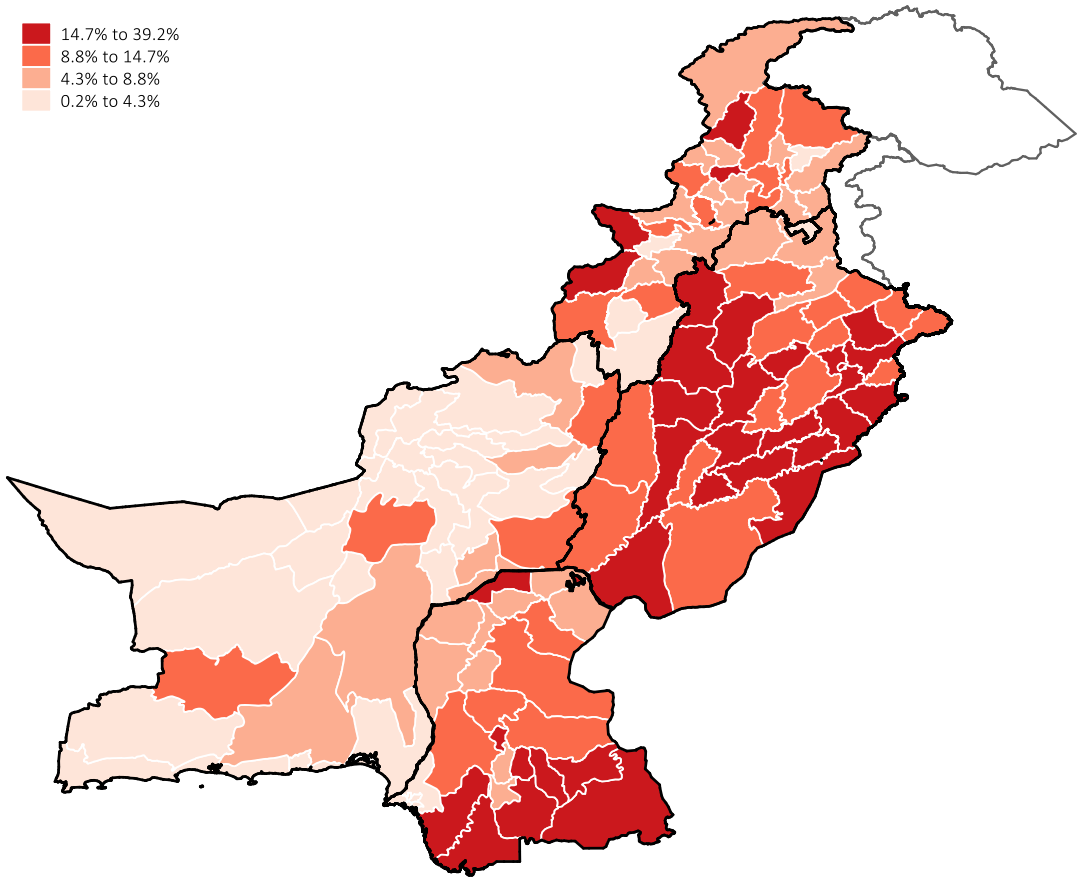
The previous child labour survey in 1996 found 8.3 per cent of children aged 5–14 to be economically active in Pakistan. This terminology used in 1996 is in line with the definition used for working children in the recent CLS. The proportion of children aged 5–17 engaged in work in the last seven days ranges from 3.6 per cent in ICT up to 18.6 per cent in Punjab.

The prevalence of child labour varies from 2.4 per cent in ICT up to 16.9 per cent in Punjab (referred to as child labour and adolescent hazardous work in the Punjab report according to the Punjab law, while child labour is reported for 5–14-year-olds as 13.4 per cent). Not all child labour is hazardous, since children below the minimum age are not permitted to work at all (or at least only light work). Hazardous work is made up of long hours, hazardous conditions, hazardous industries and occupations, using hazardous tools, abuse in the workplace, and night work. The drop from child labour to hazardous work is smallest in ICT, going from 2.4 per cent to 2.3 per cent, while in Punjab it falls from 16.9 per cent to 13.0 per cent.

Figure 2 presents an overview of child labour at the district level across Pakistan. Each estimate is valid at the district level, though the reader must be careful in

interpreting differences between provinces due to different definitions and reference periods. The highest prevalence of child labour for 5–17-year-olds is found in the following five districts of Punjab and Sindh: Pakpattan (39.2 per cent), Sujawal (35.1 per cent), Bhakkar (27.2 per cent), Okara (26.6 per cent), and Tharparkar (25.6 per cent), in descending order. The lowest prevalence by district can be found in the following five districts in Balochistan: Lasbela (0.2 per cent), Nushki (0.7 per cent), Gwadar (0.7 per cent), Sherani (1.0 per cent), and Chagi (1.3 per cent), in ascending order. The fact that Punjab appears so often in the list of high prevalence and more generally as can be seen in the map is partially a result of the stricter (progressive) age limit to enter work and partially linked to the fact that a higher proportion of children are working.

Figure 2. Child labour Prevalence by Districe



Grey outline shows Gilgit Baltistan and Azad Jammu and Kashmir; no CLS estimates are shown.

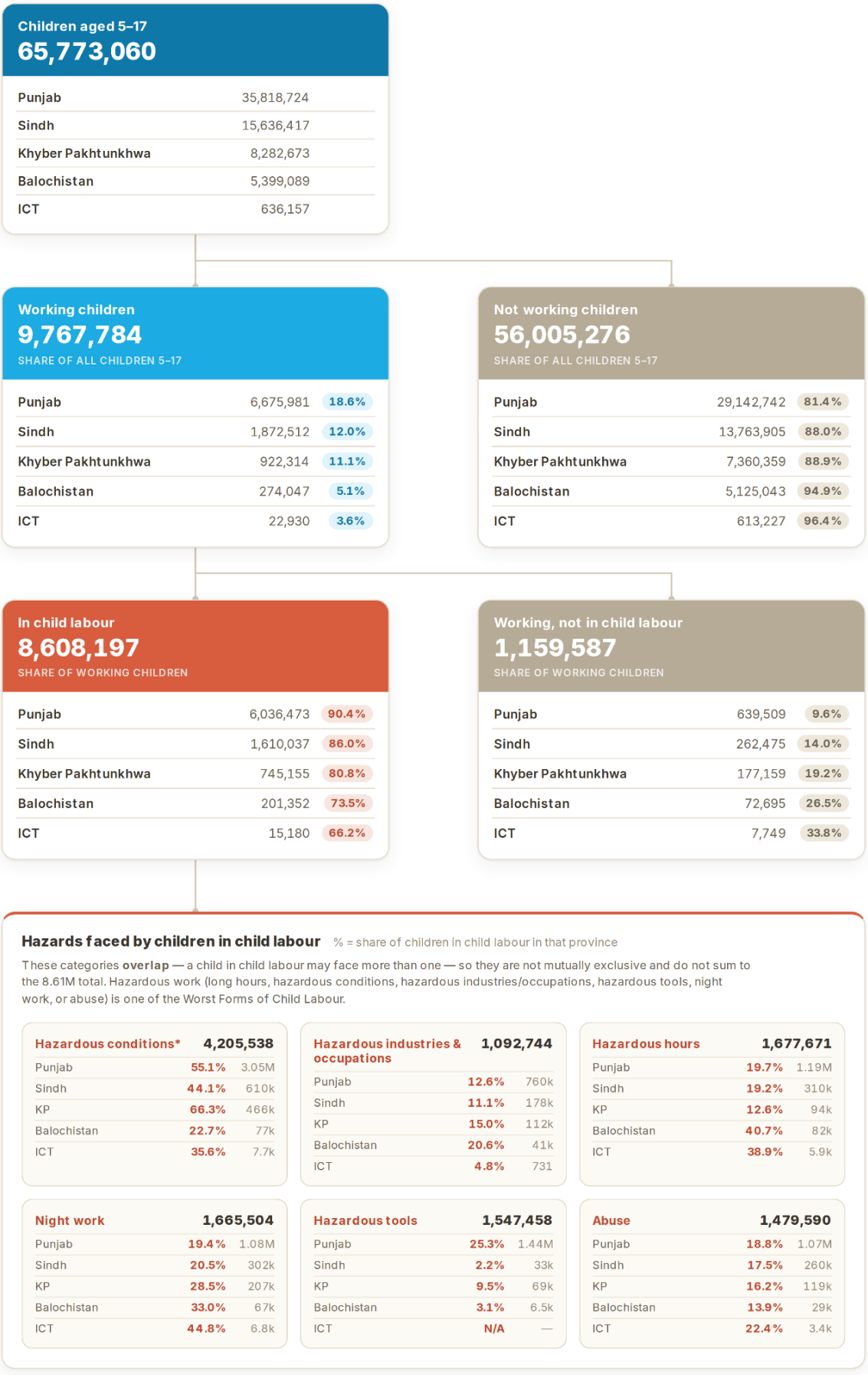
Note: Results are representative on the district level. Definitions and reference periods vary by province. Province boundaries are depicted in black. The reader should take care when comparing the reported child labour prevalence across provincial borders.

As described in Chapter 3, child labour is determined by children working below the minimum age, and any child or adolescent in hazardous work. Hazardous work falls under the WFCL. The breakdown of categories is provided in Figure 3 below. The first step shows how many children are working, and then subsequently whether children are in child labour. Between the provincial CLSs, almost 9.8 million children were

estimated to be working across Pakistan. For child labour, the percentages are shown as a percentage of working children, meaning these differ from the percentages in Table 7 (which are a percentage of all children). Here we see the highest proportion of working children are in child labour in Punjab (90.4 per cent). Among those in child labour, the percentages are shown for specific hazards faced. The most common category of hazards faced are hazardous conditions, which includes for example carrying heavy loads, working under extreme heat or cold, or working in water. We note that hazardous conditions were only recorded for children 10 and older, since younger children were not considered able to answer this accurately. Hazardous tools appear to play a more important role in Punjab than elsewhere (25.3 per cent compared to 2.2 per cent in Sindh), while working extreme hours is more common among children in child labour in Balochistan and ICT (though there are far fewer in child labour).

A significant number of children engaged in child labour across all provinces in Pakistan are also being exposed to abuse (including psychological, physical and sexual abuse). In this report, psychological abuse is defined as being persistently shouted at, repeatedly insulted, or discriminated against based on gender, religion, or caste. Physical abuse refers to being beaten or physically harmed, while sexual abuse involves unwanted touching or coercive actions against the respondent's will. After ICT (22.4 per cent), Punjab (18.8 per cent) displays the largest share of affected children, followed by Sindh (17.5 per cent) KP (16.2 per cent) and Balochistan (13.9 per cent), reflecting how widespread and systemic the problem is across the provinces.

Figure 3. Breakdown of children into work, child labour



6.2. CIRCUMSTANCES/POTENTIAL CAUSES

While the survey identifies important **correlations** between child labour and factors such as poverty, parental education, or household size, it is important to note that these associations **do not establish causality**. The Child Labour Surveys are **cross-sectional**, capturing information from households at a single point in time. For instance, while poorer households are more likely to have children in work, the data cannot reveal whether poverty led to child labour or whether child labour itself contributed to reduced schooling and future earnings. In reality, both are likely to be true, captured in the strong correlation between poverty and child labour.

Table 8 shows household and socioeconomic indicators by province and child labour status. Households with children engaged in child labour generally have larger sizes and lower median incomes compared to those without, although the pattern varies slightly by province. The average household size for children in child labour ranges from 7.2 in Sindh to 8.3 in KP, while households in KP not in child labour are even larger at 8.9. Children in child labour are also most likely to have lost at least one parent and less likely to have a birth certificate. Median household income for families with children in child labour remains lower than those without, most noticeably in Punjab (PKR 20,000 vs. 25,000) and Khyber Pakhtunkhwa (PKR 26,800 vs. 30,000).

Table 8. Household and socioeconomic indicators

	Punjab	Sindh	KP	Balochistan	ICT
Average household size					
Children in CL	7.5	7.2	8.3	8.2	7.5
Not in CL	7.9	6.9	8.9	7.9	6.8
Average number of children					
Children in CL	4.2	4.2	4.8	5.1	4.2
Not in CL	4.3	3.9	5.0	4.9	3.6
Percentage of children lost at least one parent					
Children in CL	9.1	8.7	6.6	5.1	8.7
Not in CL	5.2	4.8	4.6	2.6	1.9
Median household income (PKR per month)					
Children in CL	22,500	26,000	26,800	35,000	45,000
Not in CL	26,500	30,000	30,000	38,000	57,000
Percentage of children with a birth certificate					
Children in CL	62.0	50.1	38.6	52.1	83.9

Not in CL	73.9	64.9	44.3	57.3	88.6

Table 9 shows the percentage of households with at least one child in child labour. Punjab and KP show the highest shares (23.1 per cent and 19.2 per cent, respectively), while ICT and Balochistan report significantly lower levels (4.8 per cent and 8.9 per cent). The first panel highlights the strong relationship between child labour and wealth, where the poorest households (Q1) are several times more likely to have children in labour than those in the richest quintile (Q5). Even in provinces with lower overall prevalence, such as ICT, the poorest households still show elevated levels of child labour. The fall of child labour with wealth appears strongest in Sindh. The fact that BISP targets poorer households is also reflected in the fact that households are more likely to have at least one child in child labour among those households benefiting from BISP. This does not mean BISP is causing child labour, but rather that BISP indeed targets poor households, where child labour is more common.

Similarly, rural households exhibit higher rates than urban ones in every province, emphasising the link between limited livelihood opportunities and reliance on children's work.

Education of the household head follows a similar trend, with child labour decreasing as education increases. Households headed by individuals with no or low education (either pre-school or primary) show the highest prevalence across all provinces. The prevalence of child labour then falls as education increases up to higher education, which has the lowest prevalence of child labour for all provinces.

Table 9. Percentage of households with at least one child in child labour

Category	Punjab	Sindh	KP	Balochistan	ICT
Total	30.6	17.5	19.2	8.9	4.8
Wealth quintile					
Poorest (Q1)	49.2	33.7	31.8	10.8	9.5
Second (Q2)	39.9	25.3	22.7	8.5	8.4
Middle (Q3)	29.6	16.1	18.4	10.9	2.6
Fourth (Q4)	22.1	8.8	14.4	7.7	2.3
Richest (Q5)	12.2	3.8	8.8	6.4	1.1
Residence					
Rural	35.7	25.8	20.1	9.6	5.5
Urban	19.8	9.0	13.6	6.8	3.9
Education of the household head					
None/Pre-school	41.9	24.2	22.2	9.9	13.6

Primary	32.6	20.1	20.5	11.0	8.3
Middle	26.4	14.8	18.8	10.5	2.6
Secondary	20.6	11.1	15.2	6.0	4.1
Higher	11.9	5.9	12.6	4.7	1.0
Non-formal	-	25.8	6.4	-	-
Any HH member receives BISP					
No BISP	28.0	13.1	17.4	8.4	4.6
BISP	55.3	30.5	27.7	12.3	15.3

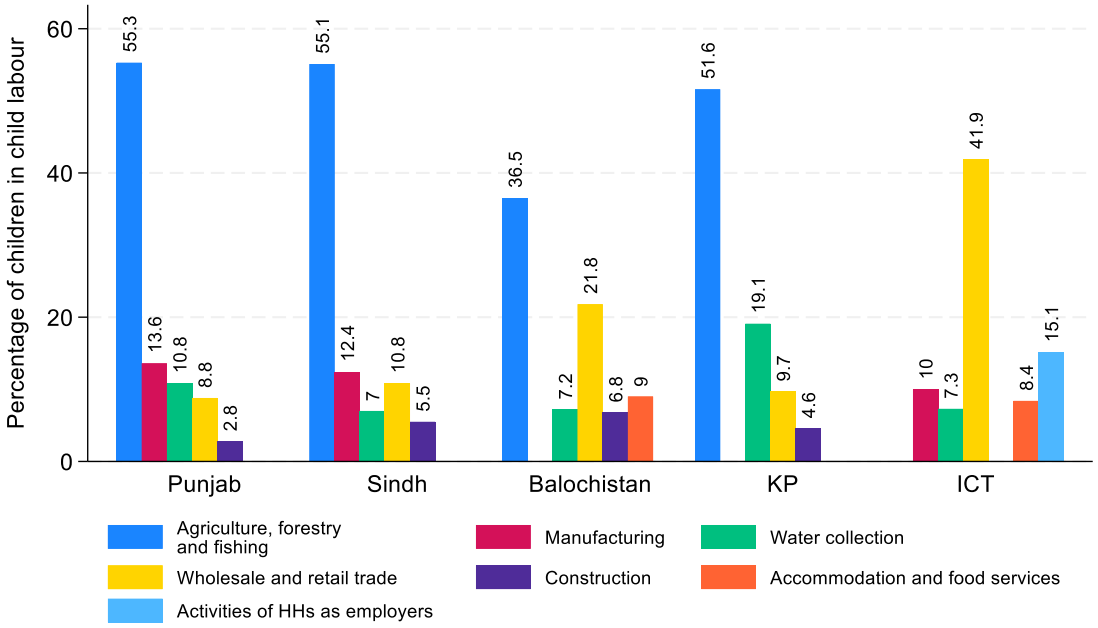
6.3. CHARACTERISTICS

The work carried out by children can be categorised into industries and occupations to better understand the type of work carried out. Industries reflect what is produced, while occupations reflect the role of the worker. The Child Labour Surveys follow the Pakistan Standard Industrial Classification (PSIC), 2010, which were developed in line with the UN's International Standard Industrial Classification (ISIC) to classify productive activities in the SNA production boundary. These codes provide mutually exclusive categories, which fall into groups and sub-groups. There are 21 sections for industries, though work carried out by children is typically concentrated into few of these. One of the most prominent is "agriculture, forestry and fishing", which covers all activities exploiting plant and animal resources. It includes activities, such as farming of crops, farming animals, harvesting of timber and firewood, as well as fishing. In line with the SNA descriptions, domestic work is referred to as "activities of households as employers".

Across provinces, "agriculture, forestry, and fishing" consistently emerge as the dominant industry for child labour, particularly in Punjab, Sindh, and KP, where over half of children in child labour are dedicated to these activities. In contrast, in ICT the "wholesale and retail trade" industry, that covers all activities involved in buying and selling goods without transforming them, is the leading industry among children in child labour (41.9 per cent), reflecting a more urban, service-oriented labour profile. Moreover, "activities of households as employers", i.e. domestic work, also plays a significant role in ICT (15.1 per cent). Wholesale and retail also plays a significant role in Balochistan (21.8 per cent).

In several provinces, water collection stands out as a significant secondary activity, particularly in KP (19.1 per cent), while manufacturing features prominently in Sindh (12.4 per cent) and Punjab (13.6 per cent), suggesting greater engagement of children in small-scale industrial work in these provinces. Other sectors such as construction, accommodation and food services, and domestic work appear less prominent overall but recur across regions, illustrating the diverse economic environments in which child labour occurs.

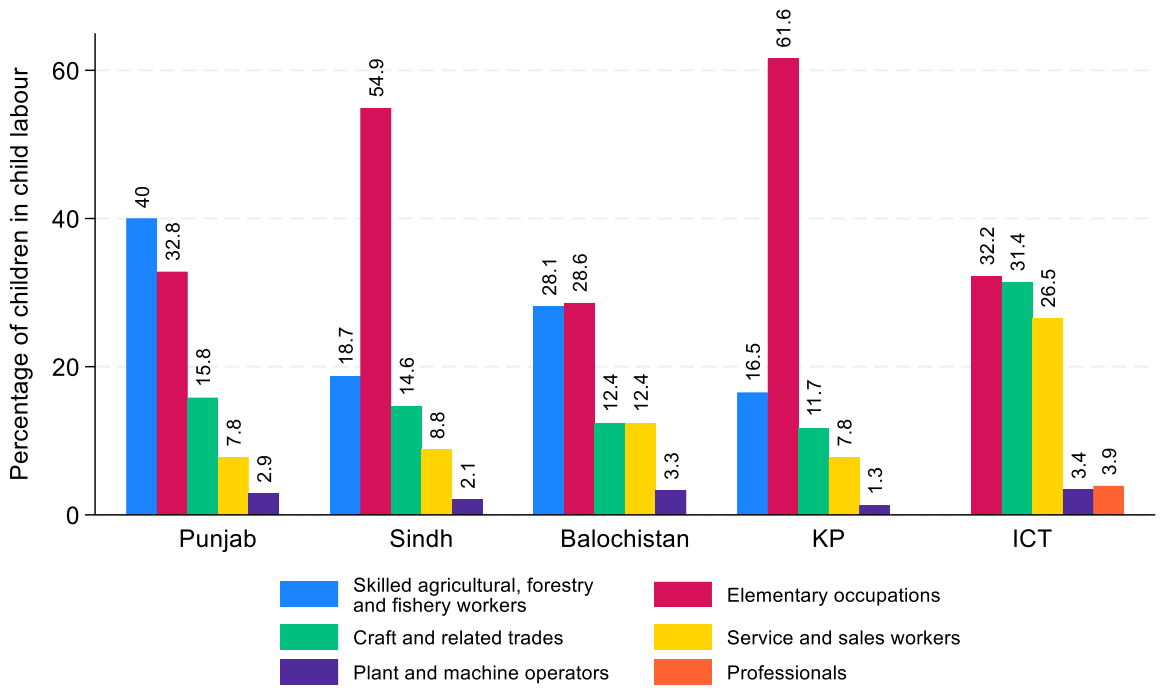
Figure 4. Top 5 industries for children aged 5-17 in child labour



For occupations, the CLSs follow the Pakistan Standard Classification of Occupations (PSCO), 2015. There are ten major groups, which reflect different skill levels. In terms of specific roles under occupation categories, "elementary occupations", such as helpers, cleaners, and other low-skilled manual work, and "skilled agricultural, forestry, and fishery work" are the most prominent in child labour, though the relative prominence of each varies by region. In Punjab, children in child labour are primarily engaged as skilled agricultural workers, reflecting the province's rural economy and reliance on family-based farming. In contrast, KP (61.6 per cent), Sindh (54.9 per cent) and Balochistan (28.6 per cent), show a greater concentration of children in elementary occupations, who take on tasks requiring less skill either in their own family or as day labourers.

In ICT, where agriculture plays a minimal role, elementary occupations (32.2 per cent) also lead as the most common role for children in child labour, followed closely by craft and related trades (31.4 per cent) and service and sales work (26.5 per cent), evidencing the capital's urban, service-driven economy. Across several provinces, "craft and related trades" workers appear as a recurring third most relevant occupation, while "service and sales workers" feature consistently across all regions, though typically at lower levels.

Figure 5. Top 5 occupations for children aged 5-17 in child labour[13]



The location where a child works also helps to gain an understanding of the type of work carried out by those in child labour. Table 10 shows that in most provinces around 80 per cent work away from home, with Punjab the exception at 58 per cent. It is also very apparent that girls are significantly more likely to work at home (though it is worth noting that fewer work to begin with).

[13] **Skilled agricultural, forestry and fishery workers:** Includes workers in crop and livestock production, forestry, and fishing who are capable of working independently; **Craft and related trades workers:** Includes building, metal, machinery, electrical, food processing, woodworking, garment, and other craft trades; **Plant and machine operators:** Includes operators of industrial machines, production plants, heavy vehicles, and mobile equipment; **Elementary occupations:** Includes cleaners, labourers, packers, helpers, and other simple, routine task workers, which may also be in agriculture **; Service and sales workers:** Includes retail sales staff, cashiers, service attendants, personal care, and protective service workers ; **Professionals:** Includes science, engineering, health, teaching, business, IT, legal, social, and cultural professionals.

Table 10. Location of work by sex for children in child labour					
Category	**Punjab**	**Sindh**	**KP**	**Balochistan**	**ICT**
At home					
Total	41.8	21.7	18.7	16.2	18.7
Boys	30.6	13.2	12.4	10.1	11.6
Girls	66.3	41.2	32.6	50.0	48.0
Away from home					
Total	58.2	78.3	81.3	83.8	81.3
Boys	69.4	86.8	87.6	89.9	88.4
Girls	33.7	58.8	67.4	50.0	52.0

Table 11 shows the percentage of children in each work status for the top 5 categories in each province. Across Pakistan, the largest group is unpaid family workers, though the percentage varies dramatically, from 20.5 per cent in Balochistan to 70.4 per cent in Punjab. Children in child labour are also often found working as labourers, which reflects their common occupation of elementary workers. The structure differs noticeably in ICT, where child labour is less common, with employees taking up a large percentage (23.9 per cent), many of whom work in manufacturing and some in agriculture, but not typically in domestic work.

Table 11. Top 5 status in employment for children in child labour and percentage for children aged 5-17					
#	**Punjab**	**Sindh**	**KP**	**Balochistan**	**ICT**
1	Unpaid family worker (70.4)	Unpaid family worker (49.6)	Unpaid family worker (71.2)	Unpaid family worker (20.5)	Unpaid family worker (29.9)
2	Apprenticeship (9.1)	Self-employed (non-agriculture) (14.3)	Labourer (non-agriculture) (10.3)	Self-employed (non-agriculture) (17.9)	Employee (23.9)
3	Labourer (non-agriculture) (8.0)	Labourer (non-agriculture) (9.2)	Self-employed (non-agriculture) (6.3)	Labourer (non-agriculture) (16.2)	Labourer (non-agriculture) (16.4)
4	Labourer (agriculture) (4.1)	Self-employed (agriculture) (8.2)	Apprenticeship (4.5)	Labourer (agriculture) (13.1)	Self-employed (non-agriculture) (14.0)
5	Employee (4.0)	Labourer (agriculture) (8.1)	Self-employed (agriculture) (2.6)	Self-employed (agriculture) (9.1)	Apprenticeship (12.8)

6.4. CONSEQUENCES

The consequences of child labour can be far reaching. Not only does time spent in work often come at the expense of time spent in education, but the work itself may

be hazardous. Hazards include specific conditions reported by the children, the list of industries, occupations and tools from the respective provincial act, night work, and abuse faced at work as reported by the child. For adolescents, it is these hazards which determine whether work is classified as child labour.

Table 12 shows that a large proportion of children in child labour face such hazards, with many reporting facing hazardous conditions. Night work seems to be most common among children in child labour in ICT, while hazardous conditions[14] are most often reported by children in child labour in KP. The use of specific hazardous tools remains below 10 per cent across all provinces, except for Punjab. Abuse is reported by children in child labour in more than 10 per cent of cases in all provinces, with issues ranging from being constantly shouted at (as part of psychological abuse) through to physical and sexual abuse, which are much rarer. As shown later in Table 15, being in child labour is linked to symptoms of depression. The Pakistan CLSs represent the first time that mental health issues were captured in a CLS.

Table 12. Percentage of children in child labour working in hazardous conditions

Category	Punjab	Sindh	KP	Balochistan	ICT
Hazardous conditions	55.1 *	50.4*	73.8*	22.7*	52.0*
Hazardous industries and occupations	12.6	11.1	15.0	20.6	5.1
Hazardous tools	25.3	2.2	9.4	3.1	N/A
Night work	17.1	20.5	28.5	33.0	44.8
Abuse	16.8	17.5	16.2	13.9	22.4

**Hazardous conditions were only asked for children/adolescents aged 10-17. Other aspects were recorded for all children 5-17.*

Children engaged in hazardous forms of work may experience serious negative consequences, including extreme fatigue, physical injuries, difficulty concentrating and poor school performance, and even symptoms of depression, reflecting the profound toll such work can take on both their physical and mental well-being.

We first show **an overview of self-reported negative consequences** in Table 13, which cover issues ranging from health, fatigue, a lack of leisure time, and low payment. This reveals consistent patterns across provinces and age groups. Reports of extreme fatigue are among the most common problems, affecting around one in three children in child labour in KP and around one in four in Balochistan, with rates generally rising with age in every province. Injury or short-term health problems are also widespread, ranging from about 6–12 per cent in Punjab and Sindh to over 14 per cent in Balochistan and KP. The issue of health is covered in more detail after educational outcomes.

[14] Such conditions include tasks performed in environments where there is potential exposure to harmful substances, dangerous activities, extreme weather, loud noise, or vibrations, all of which can negatively impact a child's health, as defined by the 18th and 20th ICLS. Children aged 5 to 9 were not asked about their working conditions, as they were considered too young to provide reliable responses.

Difficulties such as long travel distances, lack of leisure time, and low wages are more pronounced in KP and Balochistan, where older children report longer hours. Educational consequences—notably trouble concentrating or poor grades—are less frequently reported but appear relatively more frequently in Sindh and ICT, suggesting that work interferes directly with learning. Although fewer children explicitly report mental-health symptoms such as sadness or anxiety, these still appear in Punjab and KP, particularly among adolescents. Taken together, the results highlight how child labour exposes children to multiple and reinforcing risks—physical exhaustion, injury, loss of educational opportunities, and psychological strain—with severity tending to increase with both age and intensity of work.

Table 13. Top 5 Self-reported negative consequences of child labour and percentage for children aged 5-17

#	Punjab	Sindh	KP	Balochistan	ICT
1	Extreme fatigue (13.8%)	Extreme fatigue (20.2%)	Extreme fatigue (33.7)	Extreme fatigue (24.1%)	Extreme fatigue (23.3%)
2	Injury, illness or poor health (short term) (8.9%)	Injury, illness or poor health (short term) (10.1%)	Injury, illness or poor health (short term) (14.0%)	Injury, illness or poor health (short term) (11.8%)	Low wages - extreme low amount (21.0%)
3	No time for leisure/play (5.3%)	No time for leisure/play (5.1%)	Low wages - extreme low amount (10.5%)	Low wages - extreme low amount (7.9%)	Injury, illness or poor health (long term) (14.6%)
4	Low wages - extreme low amount (3.4%)	Low wages - extreme low amount (4.8%)	No time for leisure/play (10.4%)	No time to go to school (4.4%)	Injury, illness or poor health (short term) (10.9%)
5	Distance travelled is too long (2.5%)	Problems concentrating, remembering and learning (4.4%)	Injury, illness or poor health (long term) (3.2%)	No time for leisure/play (4.4%)	Problems concentrating, remembering and learning (6.6%)

EDUCATIONAL OUTCOMES

Given the importance of education to a child's prospects, the relationship between child labour and education is particularly important. The results in Table 14 show a consistent relationship between child labour and school participation across all provinces. Children in child labour are substantially more likely to have dropped out of school than those not in child labour, and the risk of dropout increases sharply with age. In Punjab, the dropout rate among children in child labour rises from only 6 per cent at ages 5–9 to over half (54 per cent) by ages 15–17, compared with 20 per cent of adolescents not in child labour (or adolescent hazardous work as it is referred to in Punjab). Similar patterns appear in Khyber Pakhtunkhwa and ICT, where more than one-third to nearly half of older children in child labour drop out of school. Sindh and Balochistan show lower dropout rates overall, yet the gap between those in and out of child labour remains pronounced, and it is worth noting that fewer can drop out if they were never enrolled in the first place, as is the case particularly in Balochistan.

The data on hours worked further illustrate how work intensity affects schooling. Children who combine school and child labour typically spend modest hours working (e.g. 5–12 hours per week in Punjab, KP, and ICT), but those who no longer attend school work four to five

times longer—often exceeding 40–50 hours per week. In Balochistan, where working hours among children in child labour are highest, non-school-attending working children report a median of 54 hours per week, indicating full-time work incompatible with schooling. Children who never attended school also tend to work long hours, reflecting entrenched economic and educational disadvantage.

Overall, the results underscore that child labour competes directly with education: work hours increase as the likelihood of school dropout increases. Children may leave school due to the demands of work or begin working after falling behind or leaving school for other reasons.

Table 14. Percentage of school dropouts and median hours worked for children in child labour

School Dropout Rate (percentage of children in child labour vs not in child labour)	Category	Punjab	Sindh	KP	Balochistan	ICT
In child labour	Children	20.6	8.2	8.6	4.1	23.9
	Adolescents	53.7	25.6	33.6	15.5	43.8
	Total	**32.7**	**15.6**	**20.3**	**10.8**	**37.4**
Not in child labour	Children	3.3	2.1	2.3	0.9	2.0
	Adolescents	19.5	10.9	15.8	4.6	8.4
	Total	**6.0**	**4.0**	**5.7**	**1.7**	**3.8**
Median hours worked for children in child labour by school attendance						
Median number of hours worked for children attending school (per week)	All children 5-17	6.5h	17h	11h	28h	12h
Median number of hours worked for currently not attending school (per week)	All children 5-17	43h	45h	42h	54h	52h
Median number of hours worked for children that never attended school (per week)	All children 5-17	30h	29h	17h	49h	56h

PHYSICAL AND MENTAL HEALTH OUTCOMES

The results on health outcomes in Table 15 reveal a clear pattern: children in child labour experience substantially worse physical and mental health outcomes than their peers who work but are not engaged in child labour. In Khyber Pakhtunkhwa, nearly 58 per cent of children in child labour reported having been injured or fallen ill as a result of their work, compared with only 13 per cent among other working children. Similarly high gaps appear in Balochistan (49 per cent vs. 17 per cent) and Sindh (44 per cent vs. 21 per cent)

The same pattern holds for mental health. Self-reported symptoms of depression are notably higher among children in child labour—ranging from 19 per cent in Punjab to 32 per cent in KP—compared to 9–16 per cent among other working children.

These findings indicate that even among working children, those engaged in child labour—typically working longer hours, in hazardous conditions, or at younger ages—experience substantially greater health and mental well-being risks, reinforcing the protective value of limiting children's exposure to dangerous and excessive forms of work.

Table 15. Percentage of children who reported any injury or illness due to work and depression					
Category	**Punjab**	**Sindh**	**KP**	**Balochistan**	**ICT**
Injured or ill due to work for children aged 5-17					
In CL	32.5	43.5	57.6	48.8	42.1
Working but not in CL	11.5	150.6	13.4	16.8	5.5
Experienced any symptoms of depression for children aged 10-17					
In CL	19.2	20.1	31.8	26.0	26.9
Not in CL	12.7	10.7	16.1	8.8	11.3

7. CONCLUSIONS

No child should bear the burden of adult responsibilities.
Every child deserves protection, care, and support.

7. CONCLUSIONS

7.1. RESULTS SUMMARY

Child labour remains a significant concern across Pakistan, though its prevalence and nature vary substantially by province. The data show that while overall participation in work differs, the risks associated with child labour—especially hazardous forms—are widespread and affect both boys and girls.

Provincial legal and definitional differences matter. Each province applies slightly different age thresholds, hour limits, and exemptions (e.g., family work or light work provisions), which influence measured incidence and comparability. Despite these variations, the provincial frameworks mostly align with ILO Conventions 138 and 182 in prohibiting work harmful to health, safety, or education.

Across provinces, **poverty and low parental education are the most consistent predictors** of child labour prevalence despite differing legal and sampling frameworks.

Gender differences are systemic, with boys much more likely to be engaged in work and, consequently, in child labour. However, girls are more likely to be out of school, with a much higher risk of never enrolling at all and carry a disproportionately heavy burden of household chores.

Schooling outcomes are closely associated with child labour. Children in child labour are much more likely to have dropped out of school and to work far longer hours, yet it cannot be determined whether work led to dropout or whether poor school performance and limited opportunities led children to start working. Nevertheless, the coexistence of heavy workloads and school dropout underscores how economic necessity and educational disadvantage reinforce each other.

Health and well-being outcomes are significantly worse for children in child labour, even compared with other working children. Rates of injury, illness, fatigue, and depression are higher among those engaged in child labour or hazardous work, reflecting the potential physical and mental costs for children.

Regional contrasts highlight differing vulnerabilities. Children in Khyber Pakhtunkhwa and Balochistan face the highest exposure to long working hours and hazardous conditions, while Punjab and Sindh display wider gaps in school attendance between working and non-working children. In ICT, although prevalence is lower, older working adolescents still face marked health and mental health risks.

Child labour in Pakistan is **concentrated in a small number of industries**. Agriculture remains the dominant industry across provinces, followed by water and firewood collection, retail trade, domestic work, and construction. The structure in the far more urban ICT differs. **Most children in child labour work in elementary or low-skilled manual occupations, often as unpaid family workers**. These patterns highlight where

regulatory enforcement, safe-work guidelines, and service improvements—particularly access to water and energy—can have the greatest impact.

Low birth registration remains a barrier to protecting children from child labour. Provinces with lower registration—KP and Balochistan in particular—show higher shares of unregistered children and a stronger association between non-registration and child labour. Strengthening civil registration systems, reducing administrative hurdles, and linking birth certificates to school entry and social protection would directly improve children's protection and reduce vulnerability to early and hazardous work.

Throughout the provincial CLS results it can be seen that **poverty, limited educational access, and hazardous work environments** interact to sustain child labour, particularly among older children and those belonging to rural or low-income households as well as those with no or low levels of household head education. Indeed, BISP beneficiary households are more likely to have children in child labour, confirming the link between poverty, child labour and BISP's targeting of poorer households.

7.2. POLICY IMPLICATIONS

Reducing child labour requires simultaneous progress on poverty reduction, access to quality education, vocational and skills training, targeted social protection schemes and enforcement of labour protections as well as child protection laws. This requires a multi-sectoral coordinated response.

The CLS evidence provides a baseline to guide targeted interventions—especially for children in hazardous sectors or balancing work and schooling—and to monitor Pakistan's progress toward SDG 8.7: ending child labour in all its forms. Action planning has begun in the provinces, with several key recommendations described below.

Education

- Expand early childhood education and upgrade public schools in low-attendance, high child-labour areas with gender-responsive infrastructure and WASH facilities. Increase capacity in existing schools to accommodate out-of-school and working children.
- Provide services such as school meals, transportation, and financial incentives (stipends/conditional cash transfers) to reduce barriers and encourage regular attendance, especially in remote rural areas.
- Develop early warning and tracking systems integrated with EMIS for rapid intervention with at-risk students. Conduct remedial education, counselling, and re-enrolment drives aligned with key grade transitions.
- Train teachers and headteachers to identify at-risk learners and link them to child protection and social welfare services.

- Promote inclusive education with disability screening, accommodations, assistive devices, and birth registration linked to school enrolment to ensure legal identity for all children.
- Mobilise communities through engagement with parents, religious leaders, and local media to raise awareness about the value of education and discourage child labour.

Non-Formal Education

- Expand Non-Formal Education (NFE) centres in high out-of-school and child labour districts, with flexible timings, school meals or snacks, and clear pathways for re-entry into formal schools and linkage to conditional cash transfers (e.g. the BISP Education CCT).
- Establish community-based learning hubs in areas without schools as safe spaces for girls and adolescents previously in child labour and develop recognised equivalency frameworks so NFE learners can continue education or enter technical streams.
- Strengthen NFE quality and protection by training facilitators in multi-grade teaching, psychosocial support, and child-protection referrals, and by integrating NFE data into EMIS to track enrolment, completion, and transitions to formal schools.

Labour Protection

- Prioritise and increase labour inspections in districts and sectors with high prevalence of child labour.
- Strengthen the labour inspectorate by recruiting and training staff and improving transport, logistics and deploying digital labour inspection tools.
- Implement a digital Labour Inspection & Monitoring System for efficient tracking and oversight.
- Strengthen labour inspections and enforcement of child labour laws, including reviewing and amending the Sindh Prohibition of Employment of Children Act 2017 to comprehensively cover all sectors and update hazardous occupation lists.
- It should be a priority for the ICT government to pass up-to-date legislation regarding the minimum age to begin work and restricting work in hazardous industries and occupations also for adolescents.

Child Protection

- Strengthen Child Protection Units (CPUs) by ensuring trained staff, adequate transport, and proper facilities for effective case management and referrals.
- Integrate the Child Protection Information Management System (CP-IMS) with Labour, Police, Education, Local Government, and Social Welfare departments to provide coordinated, multi-sectoral child protection services.

- Operationalise Standard Operating Procedures (SOPs) for identification, referral, temporary shelter, and reintegration of children withdrawn from labour.
- Create structured referral and reintegration pathways linking withdrawn children to formal and non-formal education, vocational training, psychosocial care, and social protection schemes.

Technical and Vocational Education

- Implement pre-vocational and skills training for adolescents (14–17 years) withdrawn from hazardous work through Technical Education and Vocational Training Authority (TEVTA) institutes, focusing on safe, market-relevant trades.
- Provide conditional stipends or training allowances to offset income loss during rehabilitation or vocational training.
- Support livelihoods and micro-enterprises for parents and caregivers, prioritising female-headed and low-income households to reduce economic dependence on child labour.
- Develop referral linkages between CPUs and TEVTA to ensure smooth transition of rehabilitated adolescents into certified skill or livelihood programmes.
- Strengthen free compulsory education laws and Technical and Vocational Education and Training (TVET) frameworks with safe pre-vocational options adhering to child labour laws.

Coordination and Communication

- Establish and operationalise provincial Councils on Child Labour as the apex body for overseeing implementation and monitoring of the provincial child labour action plan.
- Conduct quarterly reviews and publish an annual provincial progress report on child labour elimination.
- Develop coordination protocols and data-sharing agreements among key departments including labour, social welfare, police, education, and NADRA.
- Create a Provincial Child Labour Dashboard integrating indicators from education, labour inspection, and child protection to support evidence-based policymaking and accountability.
- Develop and implement a comprehensive Provincial Communication and Advocacy Strategy on Child Labour prevention, targeting employers, parents and communities.
- Integrate child labour and protection modules into training curricula of police, judiciary, and administration.

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9. ANNEXES

ANNEX I – HAZARDOUS OCCUPATIONS AND INDUSTRIES

Annex 1 - Hazardous Occupations and Industries						
#	**Description**	**Punjab**	**Sindh**	**Balochistan**	**KP**	**ICT**
1	Transport of passengers, goods, or mail	Y	Y	Y	Y	Y
2	Catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train	Y	Y	Y	Y	Y
3	Construction of a railway station or with any other work where such work is done in close proximity to or between the railway lines	Y	Y	Y	Y	Y
4	A port authority within the limits of any port	Y	Y	Y	Y	Y
5	Underground mines and on ground quarries including blasting	Y	Y	Y	Y	N
6	Power driven cutting machinery like saws, shears, guillotines, agricultural machines, thrashers, fodder cutting machines	Y	Y	Y	Y	N
7	Live electrical wires over 50 volts	Y	Y	Y	Y	N
8	All operations related to leather tanning processes such as soaking, dehairing, liming, chrome tanning, deliming, pickling, defleshing, ink application	Y	Y	Y	Y	N
9	Mixing and manufacture of pesticides and insecticides and fumigation	Y	Y	Y	Y	Y
10	Sandblasting and other such work involving exposure to free silica	Y	Y	Y	Y	N
11	Exposure to all toxic, explosive, and carcinogenic chemicals e.g., asbestos, benzene, ammonia, chlorine, manganese, cadmium, Sulphur dioxide, phosphorus, benzidenedyes, isocyanates, carbon tetrachloride, carbon disulphide, epoxy resins, formaldehyde, metal fumes, heavy metals like nickel, mercury chromium, lead arsenic, beryllium, fiber glass	Y	Y	Y	Y	(Y)
12	Exposure to cement dust in cement industry	Y	Y	Y	Y	Y
13	Exposure to coal dust	Y	Y	Y	Y	N
14	Manufacturing and sale of fireworks and explosives	Y	Y	Y	Y	Y
15	The sites where liquid petroleum gas (LPG) or compressed natural gas (CNG) is filled in cylinders	Y	Y	Y	Y	N
16	Glass and metal furnaces and glass bangles manufacturing	Y	Y	Y	Y	N
17	Cloth weaving, printing, dyeing and fishing sections	Y	Y	Y	Y	Y
18	Sewer pipelines, pits and storage tanks	Y	Y	Y	Y	N

19	Stone crushing	Y	Y	Y	Y	N
20	Lifting and carrying of heavy weight (15kg and above) specially in transport industry	Y	Y	Y	Y	N
21	Carpet weaving	Y	Y	Y	Y	Y
22	The height of two meters or more above the floor	Y	Y	Y	Y	N
23	All scavenging including hospital waste	Y	Y	Y	Y	N
24	Tobacco processing and manufacturing including niswar and bidi making	Y	Y	Y	Y	Y
25	Deep-sea fishing, commercial fishing and processing of fish and seafood	Y	Y	Y	Y	N
26	Sheep casing and wool industry	Y	Y	Y	Y	N
27	Ship breaking	Y	Y	Y	Y	N
28	Surgical instruments and manufacturing specially in vendors' workshops	Y	Y	Y	Y	N
29	Spice grinding	Y	Y	Y	Y	N
30	Boiler house	Y	Y	Y	Y	N
31	Cinemas, mini cinemas and cyber clubs	Y	Y	Y	Y	N
32	Mica-cutting and splitting	Y	Y	Y	Y	Y
33	Shellac manufacturing	Y	Y	Y	Y	Y
34	Soap manufacturing	Y	Y	Y	Y	Y
35	Wool cleaning	Y	Y	Y	Y	Y
36	Building and construction industry	Y	Y	Y	Y	Y
37	Manufacturing of slate pencils including packing	Y	Y	Y	Y	Y
38	Manufacture of products from agate	Y	Y	Y	Y	Y
39	Work at oil and gas fields. Including rigs	N	N	N	Y	N
40	Marble cutting	N	N	Y	N	N
41	Bakery and working in ovens	N	N	Y	N	N
42	Plastic moulding	N	N	Y	N	N
43	Domestic child labour	N	N	Y	N	N

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