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**Causes and Implications of Child Labor in District Faisalabad**

**Muhammad Usman Zafar**

Lecturer, Lyallpur Business School  
Government College University Faisalabad.

[u.zafar@hotmail.com](mailto:u.zafar@hotmail.com)

**Babar Ali**

PhD Scholar  
International Islamic University Islamabad

[babarjanjiana@gmail.com](mailto:babarjanjiana@gmail.com)

**Dr. Saeed Akbar**

Assistant Professor, International Islamic university Islamabad

[saeed.akbar@iiu.edu.pk](mailto:saeed.akbar@iiu.edu.pk)

**Muhammad Awais**

PhD Scholar  
International Islamic University Islamabad

[wanjheramhrawais@gmail.com](mailto:wanjheramhrawais@gmail.com)

**Dr. Muhammad Iqbal Zafar**

Professor and HOD, Department of Sociology  
Riphah International University, Faisalabad Campus

**Dr. Muhammad Umar Zafar**

(Corresponding Author)

Lecturer, Department of Sociology  
Government College University Faisalabad, Chinot Campus

[mumarzafar@gcuf.edu.pk](mailto:mumarzafar@gcuf.edu.pk)

**Abstract**

Child labor is a significant issue in Pakistan, with millions of children working in various industries under harsh conditions. Some of the problems faced by child laborers in Pakistan include lack of access to education, exposure to hazardous working conditions, physical and emotional abuse, and low wages. Child laborers are often underpaid and overworked, with some receiving no payment at all. They are frequently subjected to exploitation by their employers. The present study was performed in Faisalabad District. Faisalabad is an industrial hub. Faisalabad's economic landscape inadvertently perpetuates the exploitation of child workers, who endure numerous hardships in their daily lives. Children under the age of fourteen who are employed constituted the study's population. A sample of 200 working children (child labour) were selected conveniently from

workplaces such as hotels/restaurants, Bricklin, tea-stalls, and shops. A lack of interest in studies emerged as the primary reason behind their child. A significant proportion of child labourers worked full-time with earning between PKR 5001-10000 monthly. It was found that child employment had negative effects on their personality including bad language and mental health issues. Overall, the exploitation of child labor in urban settings presents severe challenges that hinder their development and well-being. To minimize child labor issues, it is essential to strengthen and enforce child labor laws, ensuring strict adherence to minimum age requirements and safe working conditions through regular inspections and significant penalties for violations. Enhancing access to education is crucial, which can be achieved by providing free school supplies, meals, and transportation to alleviate financial burdens on families, as well as offering vocational training and after-school programs as alternatives to early employment.

**Keywords:** Child Labour, Industry, Personality Development, Poverty, Punjab.

## Introduction

Children are valuable resources for every nation regardless of its economic and social background. We can't turn a blind eye to them because they represent a nation's future. A nation that neglects the well-being of its children will struggle to compete globally in terms of improving the socio-economic conditions of its population. Considering the significance of this asset for a country's future success, it is essential to provide them with suitable conditions and an environment that fosters the development of their personalities for their future roles. Many youngsters from impoverished homes endure severe labour circumstances in several developing nations, such as Pakistan. Child labour is a malevolent and significant issue in contemporary society. It has taken on a manipulative and predatory nature globally, and Pakistan is no exception. Children in Pakistan face social oppression and moral corruption due to lack of government oversight. Based on a World Bank assessment, Pakistan is ranked as the sixth most populated country in the world with 173.8 million inhabitants. The literacy rate in 2008 was 53%, while the infant mortality rate was the highest among South Asian countries. Education, health, and opportunity for physical growth are fundamental rights for every individual in a state, yet they have been withheld in Pakistan. Millions of children in Pakistan are living below the poverty line, a scenario that persists in the 21st century (Afzal, 2006).

The issue of child employment is one of the most significant issues of developing countries all over the world; nevertheless, the extent of this problem varies from country to country (Bass, 2004). Despite the existence of legislation that inhibits the employment of children in numerous sectors, child labour is still being practiced in a variety of fields (Khan, 2014).

Developed countries, who had previously engaged in child labour, recognised it as an issue in the 1990s. Subsequently, it was deemed a serious violation of human rights, prompting several NGOs and humanitarian organisations to speak out against child labour (Fyfe, 2004). Furthermore, because to the disparities in wages, child labour is a contributing factor to the high rate of unemployment among young people in the labour force (ILO, 2006a).

Child labour is mostly attributed to poverty in the majority of regions across the globe. It diverts children from school and fosters the development of certain human skills. These individuals are raised as unskilled labourers who receive meagre salaries, therefore perpetuating the cycle. People who experience poverty for generations do not make an effort to alter the trend for their offspring. Parents who likely had a history of employment from an early age were more likely to introduce their children to work. Providing them with education has never been a viable choice for them due to their inability to afford essential necessities. Despite the child's expressed enthusiasm in academic pursuits, parental support in fostering their continued engagement is consistently lacking (Mustafa *et al.*, 2017). Child employment has a significant adverse effect on the physical and emotional well-being of children. The existing body of literature provides evidence that child labour often leads to work-related accidents and health issues. The prevalence of health issues associated with child labour is significantly elevated in underdeveloped nations due to a lack of adequate awareness and preventive measures (Dalal *et al.*, 2015).

Two components make up the phenomena of child labour. The first thing to consider is the phenomenon of the children. Children's age requirements vary by jurisdiction. There are numerous legal systems that establish both the age of majority and minority. Article 11 of the 1973 constitution of Pakistan classifies work done by children under 14 years old as child labour. Furthermore, unlike child labor, it is characterized by the requirement of physical effort or work in return for financial compensation. This is the distinguishing factor. Child labor refers to the employment of individuals below the legal working age who undertake work in exchange for monetary incentives. When describing this activity, the phrase "child labour" is frequently used. A significant number of individuals believe that child labour is a serious criminal offence due to the myriad of ways in which it impedes the development and stability of society. Due to the fact that it violates both the law and the constitution, this kind of behaviour is regarded to be criminal and ought to be prevented.

When looking at the current state of children's rights in Pakistan, there are several things that have raised some concerns. The government of Pakistan has made a commitment to collaborating with international organisations in order to address and safeguard the rights of children, with the ultimate goal of entirely eradicating this issue. There is a rule that has

been established by the provincial government of Pakistan that expressly targets the most severe kind of child labour. According to the International Labour Organisation (ILO), Article 11 (3) of the Constitution of Pakistan bans minors under the age of 14 from working in hazardous conditions. This prohibition applies to both formal and informal sectors of the economy. This section also applies to companies that do not have formal recognition among the government. Furthermore, according to the International Labour Organisation (2006b), this legislation makes it illegal for persons who are under the age of legal jurisdiction to participate in industries that do not have legal recognition.

### **Objectives**

1. To study the socio-economic aspects of the working children.
2. To study the effects of working labor on the personality of child labour.
3. To study the motives for the engagement in the child labour.
4. To find out the problems faced by child labour in urban area.
5. To suggest measures to eradicate the child labour for the wellbeing and wellness of the children.

### **Methodology**

A cross-sectional survey has been conducted in District Faisalabad to interview 200 respondents upto the age of 14 years working in different hotels/restaurants, bricklin, tea-stalls, and shops. A questionnaire has been prepared in the light of the research objectives to explore the negative effects of child labor on the respondent's personality development along with the causes and motives for the engagement in child labor. Pretesting was also carried out to ensure the suitability of the questionnaire. Descriptive analysis has been carried out to describe the different dimensions of respondent's engagement in child labor at the work place.

## **RESULTS AND DISCUSSION**

### **Socio-Economic aspects**

The socio-economic factors that significantly influence child labor include the age of the kid at the time of the interview, the age at which they started working, their level of education, their income, the income of their family, the employment of their father, and the kind of household they belong to. The data pertaining to these variables is as follows:

#### **Age**

Age is crucial in understanding the developmental impacts of labor on children. Younger children are more vulnerable to physical, psychological, and educational harms from labor. Research consistently shows that work can interfere with school attendance and learning, with younger children being more adversely affected due to their developmental stage. Legal definitions of child labor often depend on age. Different countries and international organizations, like the International Labour

Organization (ILO), define child labor based on specific age thresholds. For instance, the ILO's Minimum Age Convention (C138) sets different minimum working ages depending on the type of work (e.g., 15 for general work, 13 for light work, and 18 for hazardous work) (ILO, 2016). All of the information has been compiled, and it can be found in Table 1.

**Table 1: Respondents' classification based on their age.**

Age (in years)	Frequency	Percentage
Up to 10 years	45	22.5
11-12 years	80	40.0
13-14 years	75	37.5
Total	200	100.0

Table 1 shows that 22.5 percent of working children were up to 10 years of age. However, a significant proportion (40.0%) had 11-12 years of age and 37.5 percent had 13-14 years of age.

#### Age at started working

The age at which children start working is a critical factor in understanding the dynamics of child labor. It provides insights into the early exposure of children to labor and the potential long-term impacts on their development and well-being. The participants were queried on the age at which they began their employment, and their answers are displayed in Table 2.

**Table 2: Started working at age.**

Started working at age (in years)	Frequency	Percentage
Up to ten	75	37.5
11-12	92	46
13-14	33	16.5
Total	200	100.0

Table 2 reflects that almost 37.5% of the selected children are up to 10 years of age, when they started labour. The considerable part (46.0%) of children begin working between the ages of 11 and 12. Only 16.5% of children start working between the ages of 13 and 14.

#### Education

The improvement of human performance that is intended is education. Education can be defined as a structured process that is responsible for the formation of changes in performance both inside an individual and within a group of individuals. The findings of Psacharopoulos (1996) indicate that children who are employed in the labor force are less likely to have educational success skills than children of the same age who are not employed. Within the context of this fact, the children who were chosen to be employed were questioned regarding their

educational background. The educational level of the selected children is presented in Table 3.

**Table 3: Respondents' classification based on their education.**

Education	Frequency	Percentage
Illiterate	83	41.5
One to fifth class	82	41.0
Sixth to Ninth class	35	17.5
Total	200	100.0

Table 3 reflects that around 42% of the child laborers surveyed were illiterate and had never attended school. Additionally, 41% of the child laborers had dropped out of school between grades one and five. However, 17.5 percent, dropped out of school during their enrollment in grades six to nine. The findings indicate that child labor was associated with a significantly low literacy level. Pervez and Ather (1994) shared findings that were comparable to this. They discovered that the majority of youngsters who were employed were illiterate.

**Table 4: Respondents' classification based on their working place.**

Working place	Frequency	Percentage
Bricklin	28	14.0
Hotels/restaurant	42	21.0
Shops	52	26.0
Tea-stall	55	27.5
Any other	23	11.5
Total	120	100.0

According to Table 4, the research population consisted of individuals from various jobs. The survey revealed that 21.0 percent of the sample population were employed in the hotel/restaurant industry, while 26.0 percent were employed at shops. However, a significant proportion of the sample population, specifically 27.5%, were employed at tea-stalls. Nevertheless, 14.0 percent of youngsters were employed at Bricklin, while 11.5 percent were employed elsewhere. HRCP (2019) also reported that child labor remains a pervasive issue in Pakistan, particularly within the hospitality and retail sectors. Children are often found working in hotels, restaurants, shops, and tea-stalls, where they are subjected to long hours and poor working conditions.

**Table 5: Motives driving the employment of children. (n = 200)**

Reasons	Strongly disagree		Disagree		Neutral		Agree		Strongly agree	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Less household earnings /economic hardship	20	10.0	13	6.5	27	13.5	63	31.5	77	38.5
Illness of household head	65	32.5	19	9.5	50	25.0	50	25.0	16	8.0
Unemployment of family head	53	26.5	17	8.5	17	8.5	61	30.5	52	26.0
Parental illiteracy	27	13.5	28	14.0	13	6.5	68	34.0	64	32.0
Parents unable to afford school fees	35	17.5	17	8.5	20	10.0	68	34.0	60	30.0
Large family size	25	12.5	29	14.5	45	22.5	69	34.5	32	16.0
Lack of food and clothes	32	16.0	13	6.5	28	14.0	55	27.5	72	36.0
For better life	18	9.0	17	8.5	38	19.0	85	42.5	42	21.0
No interest in study	18	9.0	22	11.0	23	11.5	40	20.0	97	48.5
School is too far	103	51.5	42	21.0	43	21.5	10	5.0	2	1.0
Younger age working is a trend in family	54	27.0	39	19.5	43	21.5	57	28.5	7	3.5
Start own business in future	17	8.5	11	5.5	63	31.5	95	47.5	14	7.0

Table 5 gives the respondents' perspectives regarding the reasons or factors responsible for the employment of children. All of the comments from the respondents are given on a Likert scale with five points. The reasons and factors contributing to child labour are elaborated upon in the next table, along with the mean values and rank orders.

Nengroo *et al.* (2011) examined carpet weaving child workers' wages and conditions. The employer's evaluation of employing child labor, the source of child laborers, and the guarantee of employment following training are all taken into account. Furthermore, the terms of employment encompass aspects such as monthly remuneration, working hours, breaks, allocation of vacation time, and public holidays. This study also addresses the statistics regarding the working circumstances, the impact of work on the health and social behavior of juvenile laborers, as well as the physical and welfare facilities available to them. An endeavor has been undertaken to emphasize the characteristics of supervision, grievance resolution, job contentment, and other associated factors pertaining to the work life of juvenile laborers. Data has been gathered from a sample of 162 child laborers, 82 parents, and 50 employers using interview schedules. Our data indicates that the working conditions of juvenile laborers engaged in their own family carpet weaving units were marginally superior than those who were employed by others. In general, businesses showed a preference for

hiring children from lower castes at lower wages. Typically, children engage in labor for a duration of 6 to 8 hours per day. 50% of the child laborers were earning between 500 and 700 per month, while the remaining percentage were earning less than 500 per month.

Kayen (2023) found that child labor is considered one of the unfortunate truths in present-day Afghanistan. Several legislations and regulations have been enacted to combat the increase of child labor in the country, nevertheless, the outcomes have been disheartening for the development and prospects of children. The objective of this research was to ascertain the impact of child work on the development of Afghan youngsters. The research conducted interviews with physicians, educators, parents, and children who were engaged in labour in order to investigate the impact that child labour has on the physical, cognitive, and socioemotional development of children in Afghanistan, specifically in Kabul and Nangarhar, where the rates of child labour have increased. There is evidence that demonstrates that child labour has a significant negative impact on the entire development of children, which differentiates them from their peers who do not have to work. The most significant effects were shown in the areas of cognitive and physical development. In the case of cognitive development, the effects manifested themselves in a variety of ways, including excessive rumination, memory lapses, impaired attention, and lower self-assurance, among other manifestations. During this time, the pressing issue of physical growth led to infirmities that were the result of being exposed to a harsh and hazardous environment. In order to ensure the well-being of children, guidance was offered to parents, communities, and most significantly, the government. In contrast, medical professionals have been advocating for the government to find solutions to address the problems associated with child labour. This is being done with the intention of protecting the future of children in Afghanistan.



**Table 6: Ranking order of respondents views about reasons/factors behind the child labour.**

Reasons	Mean	S.D.	Rank
Not interested in the study	3.88	1.37	1.
Economic hardship	3.82	1.45	2.
Not having enough clothes or food	3.61	1.43	3.
For better life	3.58	1.35	4.
Parental illiteracy	3.57	1.16	5.
Parents unable of paying for education	3.51	1.43	6.
In the future, launch your own enterprise	3.39	.91	7.
Big families	3.26	1.04	8.
Joblessness of the family head	3.21	1.57	9.
Illness of the head of the household	2.67	1.38	10.
Working at a younger age is becoming a trend in families	2.62	1.28	11.
School is too far	1.83	1.01	12.

Table 6 highlights various reasons behind child labor, ranked by their mean scores, which reflect their perceived importance. The top-ranked factor, with a mean of 3.88, is children not being interested in studies. This suggests a significant number of children may prefer work over education, possibly due to immediate gratification or a lack of engagement in the schooling system. Economic hardship follows closely with a mean of 3.82, indicating that financial struggles are a primary driver, compelling children to contribute to the family's income. The need for basic necessities, such as sufficient clothing or food, ranks third with a mean of 3.61, reinforcing the idea that poverty forces children into labor.

The aspiration for a better life (mean of 3.58) and parental illiteracy (mean of 3.57) are also significant factors. These points imply that some children work with the hope of improving their future prospects, while the lack of education among parents may limit their ability to value formal education for their children. Closely related, parents' inability to pay for education (mean of 3.51) underscores the economic barriers to schooling.

The desire to eventually start their own enterprise (mean of 3.39) suggests entrepreneurial ambitions among working children, though this reason is less prevalent. Larger family sizes (mean of 3.26) and joblessness of the family head (mean of 3.21) also contribute to child labor, pointing to the additional financial pressures within larger households and the necessity for children to work when the primary breadwinner is unemployed.

Factors like the illness of the household head (mean of 2.67) and the trend of working at a younger age within families (mean of 2.62) are moderately influential. These indicate that health issues and cultural norms

around work contribute to the phenomenon. Lastly, the least significant factor is the distance to school (mean of 1.83), suggesting that logistical issues, while still relevant, are not the predominant reason for child labor compared to economic and familial pressures.

Almost the same results were presented by Ashfaq *et al.* (2017) who found that lack of interest in the study, economic hardship and parental illiteracy were the major reasons behind child labour in Pakistan.

### Impact of child labor on personality development

**Table 7: Respondents' distribution based on negative effects of working on their personality.**

Negative effects	Strongly disagree		Disagree		Neutral		Agree		Strongly agree	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Engaged in the act of smoking	35	17.5	42	21.0	43	21.5	28	14.0	52	26.0
Engaged in illegal activities	27	13.5	60	30.0	28	14.0	48	24.0	37	18.5
Negative impact on mental abilities	5	2.5	23	11.5	9	4.5	95	48.0	68	34.0
Poor language	3	1.5	16	8.0	7	3.5	111	55.5	63	31.5
Any others	45	22.5	54	27.0	40	20.0	44	22.0	17	8.5

Table 7 gives the respondents' perspectives regarding the negative effects of child labour on their personalities. All of the comments from the respondents are given on a Likert scale with five points. It was found that 14.0% of respondents agreed, and 21.5% strongly agreed, indicating that a notable proportion of respondents observe child laborers engaging in smoking. A neutral stance is held by 21.5%, suggesting some uncertainty or variability in experiences.

Regarding engagement in illegal activities, the data reveals that 13.5% of respondents strongly disagreed and 30.0% disagreed with this statement. A smaller percentage, 14.0%, remain neutral. On the other hand, 24.0% agreed, and 18.5% strongly agreed, suggesting that nearly half of the respondents believe that child laborers are likely to get involved in illegal activities.

A major part (48.0%) of respondents agreed, and 34.0% strongly agreed that child labour had negative impact on mental development. A majority (55.5%) of respondents agreed, and 31.5% strongly agreed that child labor negatively affects children's language skills. This indicates a strong belief that child labor hinders children's linguistic development and communication abilities.

**Table 8: Ranking respondents' perceptions of hard labor's negative consequences on personality.**

The adverse consequences that child labor has on the individuals' personalities	Mean	S.D.	Rank
Poor language	4.08	0.88	1
Negative impact on mental abilities	3.99	0.92	2
Engaged in the act of smoking	3.10	0.95	3
Engaged in illegal activities	3.04	0.85	4
Any others	2.67	1.19	5

The data on the adverse consequences of child labor on working children's personalities indicates that poor language skills are the major issue, with the highest mean value of 4.08 and the rank 1<sup>st</sup>. This is closely followed by a negative impact on mental abilities, which has a mean value of 3.99 and ranks second. Engaging in the act of smoking is the third major consequence, with a mean of 3.10, while involvement in illegal activities comes fourth with a mean of 3.04. Other unspecified consequences rank last, with a mean score of 2.67. The rankings highlight that language development and mental health are the most severely affected areas, indicating these as primary concerns in addressing the impacts of child labor. Bashir (2013) also said that child work is detrimental to the physical and emotional well-being of children.

**Table 9: Ranking of child labour's problems in urban area.**

Child labour's problems in urban area	Mean	S.D.	Rank
Low pay	3.53	0.40	1
No bonus	3.41	0.43	2
Large working time	3.33	0.51	3
No leisure time activity at place of work	3.31	0.49	4
Bad behavior of employers	3.23	0.55	5
Less engagement in social activities	3.08	0.60	6
Unhygienic environment	2.90	0.68	7
Lack of educational facilities	2.88	0.94	8
Exploitation	2.79	0.99	9
Insufficient legal protection	2.75	1.02	10
Lack of future opportunities	2.54	1.06	11
Poor working conditions	2.50	1.03	12
Lack of experience	2.48	1.11	13
Lack of sanitary facilities such as toilets	2.35	1.08	14
No leave	2.28	1.13	15
Sexual harassment	1.83	1.15	16

The table 9 presents the rankings and statistical measures for various problems associated with child labour in urban areas. Each problem is assessed based on its mean score and standard deviation (S.D.), with the

problems ranked from the most to the least severe according to their mean scores.

The problem of low pay was ranked first with a mean value of  $3.53 \pm 0.40$ , indicating it is the major issue faced by child labourers. This is followed closely by the absence of bonuses (mean =  $3.41 \pm 0.43$ ), and extensive working hours (mean =  $3.33 \pm 0.51$ ), which are ranked second and third, respectively. The lack of leisure time activities at the workplace ranks 4<sup>th</sup> with mean value of  $3.31 \pm 0.49$ , suggesting a considerable burden on the children.

The bad behavior of employers was ranked 5<sup>th</sup> with a mean value (mean =  $3.23 \pm 0.55$ ), reflecting negative interpersonal interactions. Less engagement in social activities (mean = 3.08, S.D. = 0.60) and an unhygienic environment (mean = 2.90, S.D. = 0.68) are also prominent problems, ranking sixth and seventh, respectively. The lack of educational facilities is ranked eighth (mean = 2.88, S.D. = 0.94), underscoring these children's educational deprivation.

Exploitation was ranked 9<sup>th</sup> with mean value (mean =  $2.79 \pm 0.99$ ), followed by insufficient legal protection (mean =  $2.75 \pm 1.02$ ) at tenth. Issues such as lack of future opportunities (mean = 2.54, S.D. = 1.06) and poor working conditions (mean = 2.50, S.D. = 1.03) are also critical concerns, ranking eleventh and twelfth, respectively. The lack of experience (mean = 2.48, S.D. = 1.11) and inadequate sanitary facilities, such as toilets (mean = 2.35, S.D. = 1.08), are ranked thirteenth and fourteenth.

Lower down the list were the absence of leave (mean =  $2.28 \pm 1.13$ ) and sexual harassment (mean =  $1.83 \pm 1.15$ ), which ranked the lowest.

The main challenges experienced by child labourers in metropolitan regions or workplaces are inadequate payment, absence of bonuses, long working hours, lack of recreational activities on-site, poor employer behaviour, and limited participation in social activities.

Khan (2011) said that child labor is consistently associated with the infringement of the fundamental rights of children. However, not every activity that children find enjoyable can be classified as suitable for children. This research assesses the global norms for adolescent employment after a comprehension of the concept of child labor. The research emphasizes the economic and societal factors responsible for the prevalence of child labor in a society. The exploitation of children in the workplace is a key concern for advocates of fundamental rights. The eradication of child labor can only be achieved via economic transformation of a society, therefore making the protection of the rights of working children a top priority. The ILO provides assistance in developing this approach to child labor. This article explores several approaches to eradicating child labor and the specific challenges in implementing global and national regulations against child labor. An examination of the challenges faced by parents in enforcing laws in Pakistan is conducted via a contextual analysis of survey data. Pakistan is an

economically developing country, which is why the prevalence of child labor under hazardous conditions is evident. The efforts made to assist young people in the workforce are subsequently assessed.

Khan (2023) discovered that working children are substantial matter in Pakistan, with over 12M children involved in employment. Research has revealed that child labor exerts a detrimental influence on the educational development of children. Children who are involved in labor are unable to consistently attend school and are more prone to completely abandon their education. The absence of education not only impacts the individual child but also has a wider influence on the economy. Insufficient education results in a scarcity of proficient laborers, hence constraining economic expansion and progress. In addition, children who lack education are more prone to staying in poverty, thereby perpetuating the cycle of child labor. Research has revealed that the employment of children results in an excess of workers lacking specialized skills. When children are occupied with tasks, they are not acquiring an education or training that will equip them for skilled job in the future. Furthermore, child labor sustains and prolongs poverty. Child labor primarily affects children from economically disadvantaged backgrounds who lack the means to meet their fundamental necessities. These children are compelled to engage in labor in order to contribute to the family's financial resources. Child labor contributes to the cycle of poverty by restricting the access to education and training for children, so hindering their potential to earn a fair income in the future. This reinforces the cycle of poverty and hinders families from breaking free from it. Furthermore, child labor detrimentally affects the physical and mental health as well as the overall welfare of children. Child labor exposes children to perilous working environments, increasing their vulnerability to physical and psychological health issues.

**Table 10: Respondents' perception about the environmental situation at workplace.**

Environmental situation at the workplace of child labour	Strongly disagree		Disagree		Neutral		Agree		Strongly agree	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Lack of space	50	25.0	63	31.5	58	29.0	20	10.0	9	4.5
Poor lighting	43	21.5	57	28.5	53	26.5	20	10.0	27	13.5
Excessive noise	48	24.0	27	13.5	40	20.0	57	28.5	28	14.0
Exposure to chemicals	45	22.5	23	11.5	50	25.0	55	27.5	27	13.5
Smoking	8	4.0	12	6.0	17	8.5	98	49.0	65	32.5
Interpersonal conflict	22	11.0	32	16.0	36	18.0	55	27.5	55	27.5
Poor relationships with superiors	26	13.0	42	21.0	55	27.5	23	11.5	54	27.0

Above table shows that the most of the child labour disagreed or strongly disagree (56.5%) that lack of space is a significant issue, while a smaller portion are neutral (29.0%) or agree/strongly agree (14.2%). However, 50% disagreed or strongly disagreed, a significant portion were neutral (26.5%), and 23.5% agreed or strongly agreed with poor lighting problem.

Opinions on excessive noise are divided, with 37.5% disagreed or strongly disagreed and 42.5% agreed or strongly agreed. Exposure to chemicals was recognized as a significant issue by 41% of respondents who agreed or strongly agreed. Smoking at the workplace was overwhelmingly seen as a problem, with 81.5% agreed or strongly agreed.

Interpersonal conflict was perceived as a problem by 55.0% of the child labour who agreed or strongly agreed. Poor relationships with superiors receive mixed responses. While 38.5% agreed or strongly agreed that this is an issue, a substantial proportion are neutral (27.5%) or disagreed/strongly disagreed (34.0%).

Ashfaq *et al.* (2017) found that the office environment has a detrimental effect on the health of youngsters. Pakistan has been determined to be an undeveloped nation that is now grappling with the issue of child labour. The researchers noted that the primary factors contributing to child labour were a lack of academic motivation, poverty, large family size, and the death of the household's primary breadwinner. The findings revealed that the children involved in labour faced several challenges, such as employment instability, unfavorable working conditions, exploitation by employers, and health concerns.

### **Conclusions**

Child labor in urban areas of Pakistan presents a grim reality characterized by numerous challenges and implications. These children, predominantly from impoverished backgrounds, often enter the workforce due to economic hardships and a lack of interest in pursuing education. They typically find employment in tea stalls, shops, and hotels/restaurants, where they work full-time with long hours for meager monthly earnings ranging from Rs. 6,000 to 10,000. This early immersion into the workforce deprives them of educational opportunities. It exposes them to adverse personality effects such as stress, strain, problem in speaking with others, poor interaction with family members, physical growth and mental growth. Psychologically, they suffer from stress, aggression, and a diminished capacity for mental development, exacerbated by negative influences like smoking habits and poor language skills.

### **Recommendation**

**Strengthen Educational Initiatives:** Implement targeted educational programs that cater to the needs and interests of at-risk children, making education more appealing and accessible to reduce dropout rates.

**Economic Support for Families:** Provide financial assistance and livelihood programs to economically disadvantaged families to reduce the need for children to work.

**Strict Enforcement of Child Labor Laws:** Enhance the enforcement of existing child labor laws, ensuring that businesses comply with regulations and penalizing those that exploit child labor.

**Vocational Training Programs:** Develop vocational training programs for children and adolescents to provide them with marketable skills that can lead to better employment opportunities in the future.

**Community Engagement:** Involve community leaders and local organizations in monitoring and addressing child labor issues, fostering a collaborative approach to protecting children's rights.

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