

# **Social Analysis of Brick Production Units in Pakistan**

*by*

**Sustainable Development Policy Institute**

**Submitted to**

**Energy Efficient Brick Production (EEBP)  
Programme**

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We hope that all the hard work that has gone into this report will serve to bring positive change into the lives of workers and their environment.

## **Executive Summary**

This study was conducted by SDPI at the request of EEBP to provide a social assessment of the brick kilns in and around Islamabad. It focused on the living and work conditions of brick kiln workers, the nature of the contractual relationships between workers, middlemen, managers and employers/owners and the implications of mechanization and new technologies for workers in the industry. The assessment also includes a review of available reports, and a list of active stakeholders representing the government and civil society organizations. A synopsis of a public seminar on brick kilns is provided to underscore the importance of public support and awareness.

## **Methodology**

The assessment used a combination of quantitative and qualitative methods. It relied upon 91 structured questionnaires to glean in depth information from three categories of workers: moulders/sanchay walla; carriage wallas/kharkars; and firemen/bakers. Women constitute 50% respondents, mainly working in the moulders category. The survey covered 6 kilns in Lohe Bhir and Tarlai (Rawalpindi/Islamabad) that work round the year. To access the views and issues faced by middlemen/jamadars, munshis/managers and employers, we developed a checklist for qualitative interviews. In addition, the report also relies upon field observations of the research team. .

## **Review of Existing Studies**

Brick Kilns are part of the informal sector. There is a dearth of reliable research-based data. Government, NGO and donor reports emphasize the need for reliable data due to the issues of bondage, child labour and exploitation. The reports argue for systemic reforms with recommendations for the government to take lead in the reform process.

## **Our Findings**

Our findings reinforce and validate earlier reports.

## **Living Conditions**

From the six selected brick kiln sites, 90% workers are migrants from other parts of Pakistan (Punjab and NWFP predominantly). Over 60% workers are below the poverty line; they live on the site in kutch/pucca houses. 80% have no running water at home, 60% have no latrine, 82% do not have proper drainage and all depend upon fuel wood for cooking. The workers access to health and education is limited. All workers rely upon private doctors; moulders have the highest percentage of health problems (back aches, leg aches, joint pains) due to the posture required for work. Only 58% children go to school. Adult literacy is available to only 7% workers. Only 57% workers have an NIC of whom only 4% are women. Of these, 28% men are registered voters. Only one man is a beneficiary of the government's zakat funds<sup>1</sup>.

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<sup>1</sup> Zakat is the Islamic religious tax paid to the poor and vulnerable for welfare purposes. The government formally instituted the zakat system by collecting and distributing it after promulgating the Zakat and Ushr Ordinance in the 1980s. Distribution takes place through zakat committees at the local level where trust in the decisions of the committee is implicit. The committee is to prioritize widows, orphans, disabled and students of religious schools and other vulnerable persons without kin. There has been a lot of criticism of the zakat system for being inadequate to meet the requirements of a large number of poor and for being distributed only once a year.

## **Working Conditions**

The working conditions are no better than the living conditions. A majority of the workers said that they work in this sector due to poverty and that their family introduced them to the work. They also said that given options, they would prefer to leave this work due to its taxing nature but the financial advances and loans system keeps them bound to work. Only 16% workers have a written contract and the rest have a verbal understanding. Remuneration is fixed on the basis of number of bricks made/carried. On average, respondents work for 11-13 hours. They have no facilities except drinking water at their work site. 16% complained of harassment, of whom 9% said that it was verbal and those who said it was physical identified beating children. Sexual harassment was not reported and its absence explained by the fact that women and children work together with the men in the family. However, women complained that they feel vulnerable due to the absence of latrines.

## **Work Relationships, Representative Forums and Presence of Institutions**

The work relationship within the brick kiln sector is highly personalized. Workers settle their disputes or issues by going to the munshi (52%), employer (21%), or jamadar (22%). 30% said they could not take their problems to anyone. Most workers were unaware of any workers organization or union and the few who knew of a union were suspicious of it. The issues were related to additional advances/loans due to emergencies within the family. These were not related to demands for improving the facilities at the workplace or living quarters.

While the workers are not organized, the government representatives from the labour department or environment protection agency have not visited the kilns for monitoring purposes. The respondents said that only 2 or 4 NGOs had visited them. There is therefore, little institutional contact.

## **Views on Mechanization and Fuel Efficient Technologies**

The views of the workers and employers regarding mechanization of moulding were similar: they were against it. They said that the quality of bricks produced with mechanized techniques is poor making the product un-marketable. Over 60% workers believe that it would cause unemployment. Owners acknowledged the advantage of mechanization. They said that it would not only increase production but also rid the brick kiln sector of the stigma of bonded labour. However, they were unwilling to risk investing heavily in machines that may fail to produce profits.

Owners were in favor of fuel-efficient technologies primarily due to the rising costs of coal. However, they need to be facilitated in this regard as they have no information and no means of contacting relevant groups in the region or internationally. They also highlighted the lack of any support mechanism from the government for the sector but seemed reluctant to push this due to fear of coming under the ambit of taxes.

## **Level of Public Awareness and Stakeholders**

In general, few people are aware of workers' issues and therefore there is little support from the general public. The list of stakeholders directly involved with brick kilns is also brief and interventions for improved policy interventions need to be scaled up.

## **Recommendations**

1. Ensuring that workers obtain NICs for themselves, and their families including birth registration of their children. The NICs are critical for access to social protection programs of the government, as well as ensuring that workers can access social services and exercise their rights as voters.
2. Adult Literacy and/or Vocational Training with compensation (and in-built requirements for completion of course) so livelihood is not affected. Alternative skills training can be initiated.
3. Schooling for children through lobbying with the Education Ministry/Department for implementation of Education for All (EFA) and provision of non-formal schools in the area.
4. Access to better quality government health facilities through lobbying with district governments.
5. Explore the possibility of health insurance schemes for the poor as initiated by RSPN /PRSP in Punjab.
6. Improved work conditions such as shelter to protect workers from adverse weather conditions; improved work timings, fewer hours of work (than the present 11-13 hours) and minimum wage, equal pay for equal work. Simple facilities on the work site such as clean drinking water and first-aid box can also be initial steps to improve work conditions that do not require substantial investments. The provision of latrines at the worksite, though requiring a small investment, is a must.
7. Improved living conditions for the workers who live on the site Efforts should include infrastructure improvements such as improved building materials in houses, provision of latrines, proper drains, running water, safe drinking water, piped gas for cooking etc.
8. Tripartite dialogue between employers, workers and stakeholders to ensure a win-win solution through fair distribution of the benefits accruing from fuel-efficient technology transfers.
9. Interface with private sector businesses for accessing better technologies and financial incentives that will result in environmentally responsible practices as well as direct material benefits to workers.
10. Explore the possibility of forming formal forums for dispute resolution and associations for articulating workers' demands.

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## Acronyms

AERC	Applied Socio-Economic Research Center
AJK	Azad Jamu and Kashmir
BBISP	Benazir Bhutto Income Support Program
BTK	Bull Trench Kiln
CNICs	Computerized National Identity Card
CRCs	Child Rights Committees
DVCs	District Vigilance Committees
EEBP	Energy Efficient Bricks Production Programme
EFA	Education for All
EPA	Environmental Protection Agency
EPD	Environmental Protection Department
FBS	Federal Bureau of Statistics
GHGs	Green House Gases
GoP	Government of Pakistan
HRCP	The Human Rights Commission of Pakistan
IEE	Initial Environmental Examination
ILO	International Labour Organization
NGO	Non Governmental Organization
NIC	National Identity Card
NWFP	North West Frontier Province
PILER	Pakistan Institute of Labour Education and Research
PRSP	Punjab Rural Support Program
RSPN	Rural Support Program Network
SDC	Swiss Agency for Development and Cooperation
SDPI	Sustainable Development Policy Institute
SKAT	Swiss Resource Centre and Consultancies for Development
SPARC	Society for the Protection of the Rights of the Child
T.B	Tuberculosis
ToR	Terms of References
UN	United Nations
UNICEF	United Nations International Children's Emergency Fund
VSBK	Vertical Shaft Brick Kiln



# Social Analysis of Brick Production Units in Pakistan

## A. Introduction

This report provides a picture of the social conditions prevalent in the brick kiln sector in Islamabad/Rawalpindi. While the conditions may vary slightly across provinces and regions, overall conditions and patterns are largely similar, making generalizations possible.

The first part of this report provides background information on the brick kiln sector; it provides the terms of reference (TORs) and discusses the methodology. A discussion of the detailed findings of data collected from the field is provided in the section on findings. This is followed by a discussion, based on qualitative and quantitative findings to draw tentative conclusions. The study also depends upon stakeholder views expressed through a public workshop.

### ***About SKAT:***

Skat Consulting is a leading Swiss consultancy firm working internationally in development co-operation and specializing in technical, social, institutional and economic aspects of infrastructure and environmental management, water supply and sanitation, solid waste management, sustainable building and settlement development as well as mobility and transport. SKAT has been mandated by the Swiss Agency for Development and Cooperation (SDC) to carry out a technology transfer project in Pakistan with the aim to pilot and demonstrate environment-friendly construction materials and technologies in particular the introduction of Vertical Shaft Brick Kiln Technology (VSBK). The technology is a brick manufacturing system, originating in China which has been further developed in India with the participation of Skat and which is a far more energy-efficient and environment-friendly than most of the traditional systems, hence reducing air pollution in urban agglomerations. Skat, with the financial assistance of SDC, has been entrusted to execute Energy Efficient Brick Production Project in Pakistan with the aim to support investing entrepreneurs in design, construction and operation of modern brick production units.

### ***Terms of Reference***

#### **Objective and Scope**

The objective of the study is to conduct a 'Social Situational Analysis' pertaining to the kiln workers with emphasis upon the effects of envisaged mechanization.

The scope of study include following specific areas:

- a. Analyze the living standards and occupational hazards being faced by the kiln workers, which include health, education, water, and sanitation issues.
- b. Enlist the opportunities available to improve upon the living as well as working conditions at the kiln through mechanization etc, highlighting the actions required to mitigate the adverse implication of mechanization such as non availability of skilled labourers, unemployment etc.

- c. Assess the economic situation (income and expenditure of household) and access to basic services.
- d. Ascertaining the true contractual / working relationship between kiln owners and the kiln workers and also the constraints being faced by both.
- e. Assess the level of public awareness towards the social issues prevailing in the kiln sector.
- f. Key actors, lobbyists working in the brick kilns sector, civil as well governmental actors are to be listed.

## **B. Background Issues**

### **The Informal Sector in Pakistan**

Pakistan is ranked 136<sup>th</sup> out of 177 countries on the Human Development Index. The negative impacts low human development investments are borne by the poor, especially workers in the informal sector, which employs 71.9 percent of labour force in Pakistan (excluding non-agriculture workers)<sup>2</sup>. The vulnerabilities of informal sector workers are mainly linked to lack of socio-economic and legal protection. Like other developing countries, Pakistani informal sector employment is also characterized by workers' exploitation in terms of substandard conditions of work such as long hours of work, and low wages<sup>3</sup>. The labour force concentration in informal sectors comprises of both educated/trained and un-educated and un-skilled migrant workers from rural areas. Besides female participation, child labour is also a vital part of Pakistan informal sectors.

The informal sector is supporting the formal sector in Pakistan economy, but the effective cover of state regulatory mechanisms is generally not applicable to the informal sector. Specifically the following are not applied:

- Labour laws
- Safety nets.

Brick kilns are a part of the informal sector, where both employers and employees lack access to formal institutional support, like finance, monitoring etc.

### ***About Brick Kilns***

The brick production sector in Pakistan depends upon fuel wasting units and techniques, which contribute to air pollution and emission of green house gases, thus generating negative economic and environmental impacts. Besides, within the sector there are social dilemmas such as bonded labour, child labour, work-place adverse living environment, unhygienic water and sanitation conditions, poor education and adverse occupational health conditions etc, all of these problems need serious consideration. The sector is one of the major actors in the construction industry and yet due to its peculiar characteristics is reproached as a non tax payer and is not recognized as an industry. Although the use of other advanced building materials, both locally manufactured and imported, has increased recently, bricks remain the basic and major ingredient of the expanding construction sector. It is interesting to observe that brick-making technology adopted and being used in Pakistan has yet to see any change

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2 Federal Bureau of Statistics. Govt. of Pakistan. "Labour Force Survey 2006-2007".

3 Kemal & Mehmood. "Labour Absorption in the informal sector and economic growth in Pakistan". 1993. p.68.

unlike the competing sectors like ceramics, tiles, cement and marble business which have adopted modern techniques and earn reasonable profits and goodwill from the all the stake holders, having been sensitized toward their social responsibility by providing better occupational environment.

### ***Size of the Brick Kiln Sector***

Various designated public sector organizations are responsible for compiling statistics from a number of pre-determined sources. The statistical information usually responds to policy makers' requirements in different government departments. The available survey reports reveal that they are blind on various social indicators related to human vulnerabilities. For example, the labour force surveys do not have indices related to labour bondage. Further the occupation and sector categories for registering the workforce size are also very broad, overlooking the existence of a large workforce in the informal sector. Similarly, the economic census is limited to formal sectors covered under trade, services and manufacturing; there is no or little information about informal establishments. Such data deficiencies extend to the brick kiln and its workers as they fall within the informal sector.

Besides government statistics, some research institutes working on brick kiln labour bondage issues have tried to estimate the numbers of brick kilns and workers. These findings are not based on any large-scale surveys. For example, a 1980 study conducted by Applied Socio-Economic Research Center (AERC) estimated 2455 brick kilns employing 120,000 workers across the country. The Pakistan Institute of Labour Education and Research (PILER), based on the interviews of brick kiln owners, quoted around 4,000 brick kilns with 700,000 workers in Pakistan. During the current SDPI study, one of our respondents representing brick kiln owners association (NWFP Chapter) claimed that currently there are approximately 10,000 brick kilns operating in various parts of Pakistan. His information was based on the rough figures provided by members of other provincial brick kiln associations. Based on this number, he estimated the number of brick kiln workers to be approximately 1 million, which means on average around 100 workers are employed by a brick kiln.

## **C. Methodology**

We adopted a two-pronged approach, consisting of collecting secondary and primary data.

### ***1. Review of Literature***

We have reviewed available reports related to brick kiln workers in Pakistan primarily. These reports are: NGO reports, government reports, and reports from bi- and multi-lateral organizations such as the UN and its associated agencies.

### ***2. Primary Data Gathering***

We gathered primary data from two field sites (Lohe Bher, and Tarlai) where the pilot project is based. Our primary data collection consisted of interaction with employers, workers and their families. This interaction was systematically recorded through structures questionnaires and qualitative interviews. Details are provided in the subsections below.

#### **a. Overview, Access and Confidentiality**

To obtain an overview of the situation in the field and design the research instruments, we met with the relevant project staff, employers and representatives of the workers. Though we approached the workers and their families with the permission of the employer, we had full freedom of access to the families. We have also maintained confidentiality if the respondents (especially workers and their families) did not wish to be identified. This step ensured sharing of honest answers and opinions.

#### **b. Team Selection and Training**

Sensitive to local social norms we ensured that the 4-member field team had gender balance and relevant linguistic abilities (Punjabi/Pothowari/Seraiki). The field team received a full-day training/orientation including mock sessions so that they could administer the questionnaire effectively.

#### **c. Questionnaire Development: Identification of Issues/sample size and other details**

The specific scope of TORs guided questionnaire development. The questionnaire underwent several iterations, initially within the research team, then it was shared with EEBP staff who provided input into the different aspects and finally it was changed after pre-testing. The final version of the questionnaire is attached as annex 1.

We followed purposive sampling and followed the snowball technique for the selection of respondents. A pre-test was conducted in Lohe Bhir pilot. Subsequently the questionnaire was refined and changed to capture the complexities on the ground.

We covered a total of 6 brick kilns. Initially, we intended to cover three seasonal and three year round brick kilns in Tarlai and Lohe Bher. However, when the field team visited the sites, we realized that the seasonal brick kilns were closed, therefore, we had to cover the operational brick kilns. At each site we covered between 15 households/respondents, divided across the three categories of workers:

1. Moulders/sanchay wala;
2. Kharkars/carriage wala;
3. Firemen/bakers.

Among moulders, we covered approximately 50% women and child workers. Although we intended to cover some housewives of the firemen/bakers and kharkars who are not involved in work but whose quality of life is affected by living on the site, we had to skip this part of our plan as the families of kharkars and bakers were not living on the site but in their hometowns.

#### **d. Research Instruments:**

The research instruments would consist of:

1. Semi-structured Questionnaires (different sections address different aspects of work and social realities with different groups of workers—men, women and children; similarly employees specializing in different kinds of work at the brick kiln (moulders, bakers and kharkars/carriage wallahs) were covered separately. Details provided in subsection ‘c’ above.
2. Key Informant Interviews: These were conducted with the employers, managers/munshis and jamadars (workers’ representatives)
3. Participant observation (field team members recorded their observations and insights or interpretations of issues in individual reports) has been included in the analysis.

The survey instruments and related results are provided in Annex 4-6.

### **3. Public Seminar: Gathering Views of Stakeholders and General Public**

To obtain the views of stakeholders, and how the general public views the issues related with brick kilns, SDPI arranged a public seminar entitled, “Brick Kilns, Workers, and the Environment” to present research findings and raise public awareness on the issues of brick kilns. SDPI invited stakeholders and arranged a debate between the different groups. The general public was present including media professionals, academics, students, NGO representatives etc. This provided insights into the level of public awareness on social issues as well as helped to raise this awareness through wide-ranging newspaper reports.

The observation and comments with questions from seminar participants highlighted that there is a lack of public awareness about the brick kiln sector, including –social, legal and technological aspects. . The missing links between government policy and development agencies and entrepreneurs were discussed. Dr. Mahmood A. Khwaja from SDPI stated that there is ample evidence in the form of published work by the Environmental Protection Agency/Departments (EPA/EPDs) on the subject of environmental pollution due to brick kiln manufacturing. He stressed the need for conducting Initial Environmental Examination (IEE) before establishment of brick kiln manufacturing units to reduce the harmful effects of brick kiln emissions on the lives of workers and surrounding population. Dr. Sultan M. Khan shared that the equipment to measure air pollution is available with the EPA but the lack of human resources prevents its utilization. He highlighted some of the adverse occupational health hazards associated with brick kiln manufacturing due to the unusual working conditions and exposure to polluted air and contaminated water, the brick kilns workers are often prone to diseases such as hepatitis A and E, polio, dengue fever, T.B, backache, and hernia. He deplored that the workers stressful working conditions mostly led workers to drug addiction, gambling and sexually transmitted diseases.

Syed Mahmood Nasir, visiting research associate from SDPI, said that the brick production sector in Pakistan operates on centuries-old technology that depends upon coal and other more hazardous fuels (e.g. the use of plastic bags and rubber tires) that pollute the air and emit green house gases (GHGs). Such technologies lead to negative economic and environmental impacts. He emphasized the need to explore innovative scientific technologies to address these negative effects. Some participants expressed interest in helping owners access the carbon trading mechanism while others showed an interest in learning more about alternative technologies.

Focusing on the social aspects, participants wanted to know why the brick kiln sector is outside the purview of labour laws, the extent of child labour in this sector and the presence of Afghan migrant workers in this sector. Dr. Saba Gul Khattak said that rough estimates place the number of workers at approximately one million and being part of the informal sector, brick kilns are outside the purview labour laws. She highlighted the anomaly that exists in financial sector policies that treat brick kilns as an industry and provide loans and government policy that makes brick kiln workers unprotected by labour laws. Dr Saba underlined the need for direct support and facilitation from government rather than more legislation in this context. It was also observed that the existing environment and labour related laws and regulations in the country are sufficient but need effective implementation. She also underlined the need for forming the organization/association of brick kilns workers to take care of their interests and concerns. Mr. Maqsood Jan from SDPI called upon the

NGOs to extend their cover to brick kiln sector as the brick kiln workers and their families lack government support at present. He also emphasized the need for brick kiln owners' active involvement in developmental projects for workers.

On the basis of the public seminar, we can conclude that that while public awareness is low, interest in promoting workers' well being and ensuring environmentally responsible practices is high among those who find out about the issues. Further, there are stakeholders in the private sector who wish to promote alternative technologies due to their business interests; an interface between donors, businesses and direct stakeholders, i.e., workers and owners would result in a holistic approach for designing effective interventions.

The Seminar received wide coverage in six major English and Urdu newspapers. Details of the coverage in the English language newspapers are included in Annex 1.

## **D. Gist of Available Reports on Brick Kilns**

This section provides a brief overview of the research conducted by various stakeholders. The focus is restricted to brick kiln workers. Although research on labour issues is limited, yet it provides a vivid picture of the static and changing social aspects prevailing in this sector over the last several years.

In Pakistan the initial literature on labour reflects progressive stands; most of this was generated during anti-democratic regimes. That literature is coming from the labour class' political struggle and is couched in emotive language. With the increase in the number of industrial units, trade unions and influence of ILO and UNICEF, the thematic focus of labour literature diversified from politics to a wider arena of labour policy reform, labour working conditions and rights to skill enhancement etc. During the last two decades a number of rights-based organizations have emerged and have worked for labour rights through research and advocacy.

### ***i. NGO Reports***

In Pakistan a variety of organizations have worked on different aspects of labour issues ranging from rights-based advocacy to service delivery and research. The main subjects mostly cover the policy debate and report progress on the implementation of various national laws applicable to different categories of brick kiln workers. The available research studies map workers vulnerabilities associated with their working and living environment. The other documented resources consist of periodical reports published by organizations working on labour issues, which provide an update of activities in this sector.

The research conducted by the Pakistan Institute of Labour Education and Research (PILER: 2000:2001 and 2004) is important due to its in-depth analysis. These research reports cover the bonded labour situation by providing an overview of bonded labour conditions in different parts of Pakistan. In the absence of systematic surveys, the findings of PILER research may be termed a benchmark for brick kilns workers conditions. Employing anthropological research approaches, the findings assert that the existence of local feudal relations among owners and workers are the main reason for persistent labour bondage. The studies maintain that the owners consider labour laws against their culture and take pride in defying the laws, while labour class unwillingness to change occupations and extravagant ceremonial expenditures ensure workers suffering due to unsustainable debt. The research

findings also show that workers (lower) religious and caste identities place them at the lowest ranks of social hierarchy and restrict their ability to resist the oppressive systems within which they work. Insights gained from studying the severity of labour bondage on the lives of workers and their families especially women and children also confirmed that non-existence of and insignificant access to formal support systems compels the workers and their families to live in extremely difficult conditions.

The PILER reports also explore the efficacy of legal instruments for bonded labour protection. The thorough assessment of tenancy acts and bonded labour abolition acts point out that legal contradictions still exist between national laws that only strengthen the owners/employers against bonded labour. Further, the PILER reports hold the administrative and judicial authorities responsible for neglecting the issues of bonded labours. The assessment of rehabilitative efforts by various stakeholders is also an important aspect that is covered in the research reports. The findings claim that on the ground there is no evidence of state efforts for the rehabilitation of bonded labour other than a few right-based groups' interventions that focus upon education and income generation projects for workers and their families.

The Society for the Protection of the Rights of the Child (SPARC), an NGO, has worked child rights protection. Their 2004 annual report emphasized the situation of child labour and bonded labour in Pakistan. Report describes the laws regarding bonded labour in Pakistan, the projects being undertaken for its elimination<sup>4</sup>, the Bonded Labour System (Abolition) Act 1992 as well as the National Plan of Action for the Abolition of Bonded Labour and Rehabilitation of Freed Bonded Labourers (2001). This report also questions whether child labour is actually helping to alleviate poverty or increasing it.

The Human Rights Commission of Pakistan (HRCP) is also active for the protection of human rights in Pakistan. Since their inception, bonded labour is one of their areas of concern. They have documented the bonded labour issues consistently and extensively. They also report abusive acts against bonded labour in their annual reports (state of the human rights, various issues, available on their website).

## ***ii. Government Reports***

As pointed out earlier, statistical data on bonded labour is scarce. The adaptation of international labour standards for labour force surveys has totally replaced indigenous labour categories, especially in the informal sectors of the economy. Review of government statistics also fails to provide a clear picture of the actual size and number of brick kilns and workers employed. However, there are some reports produced by government statistics departments that also confirm the NGO findings. The main findings of a study entitled, "Survey of bonded labour in two sectors in Pakistan: Brick kiln workers (Punjab) and Sharecroppers (Sindh)" (GoP: 2002) reveals that the brick kiln workers are from the poorer segments of the society in their respective regions. With insecure food access, they are also deprived of other basic amenities required for living. The survey results also highlight the prevalence of extreme bondage, low literacy rates and school enrolment with higher incidence of child labour. For

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<sup>4</sup> For the last few years after intensive lobbying by SPARC there has been noticeable progress in establishment of DVCs (District Vigilance Committees), which have the mandate to facilitate the implementation of the law and help in rehabilitation of bonded labourers. Presently DVCs have been notified in all districts of Punjab, and six in Sindh. SPARC's outreach partners, the CRCs (Child Rights Committees) are members in DVCs in their respective districts.

the way forward, the recommendations suggest changes at the policy level, e.g., increased economic incentives coupled with legal support may effectively reduce the severity of bondage as opposed to a complete ban through harsh legal instruments. Reports also stress the need to assess the conditions of workers in the broader spectrum of their social marginalization, mitigation strategies and low human capital status. Based on a small-scale survey, this report also recommends the induction of indicators related to bonded labour, caste and hierarchy, intra-household allocations, decision-making, and gender inequalities, in large-scale surveys.

### ***iii. Donor/UN Reports***

In Pakistan many international agencies are actively working on labour issues. The nature of their involvement varies from sector to sector and usually depends on the type of stakeholders they are working with. Among international agencies the role of ILO is more prominent due to its active advocacy for policy reform process and capacity building of government and NGO sectors. UNICEF and other UN organizations also work in the same fashion as ILO. The main thrust of their research work focuses on policy reforms (ILO: 2007). Most of this research is commissioned either to the Government or NGOs working on labour issues.

### ***Summing Up***

NGO research provides detailed accounts of the role of labour in the brick production cycle. While mapping the vulnerabilities they have comprehensively covered all segments of workers categories. The poor living environment coupled with hazardous work conditions are also captured in these accounts. For data collection all these agencies rely upon information provided by workers, civil society groups and government statistics, while owners perspectives are totally missing. Also there is a lack of evidence for tripartite efforts for improving poor socio-economic conditions of brick kiln workers.

Another important issue is the easy access of research material on labour issues. There are a number of organizations working in this sector, but their lack of coordination and information sharing affects their work and its impact.

Beside research findings there is also a wide range of suggestions for multi-pronged strategies, ranging from policy reforms and their effective implementation to universalization of social protection for workers. For positive change these research reports only seek government support, which demonstrates that the thrust of research is upon government policy. There is little investigation about the lives, living standards, issues and opportunities available to workers from other sources like rural support organizations operating in Pakistan on a large scale. Many reports sensationalize the bonded aspects. The perception of the workers is different, and raises questions about what conditions compel them to ask for advances. The ground realities have changed from the past due to increase in construction activities leading to a rise in work opportunities. Also, the intensity of bonded labour and associated conditions differ across the country. In Sindh the situation is most appalling in comparison to the northern parts of the country. However, this does not mean that the conditions of workers in the northern parts of the country meet the basic minimum requirements of labour standards.

A consolidated list of actors, mostly NGOs and international organizations, active on brick kiln issues is provided in Annex 2.



A list of recommendations from selected reports is provided in Annex 3.

## E. Main Findings

In accordance with the TORs, this subsection discusses the quantitative findings emerging from the questionnaire related to workers socio economic profile, work conditions and remuneration, and workers' views on mechanization and improving their lives.

### 1. Socio Economic Profile

#### ***Background/Place of Origin***

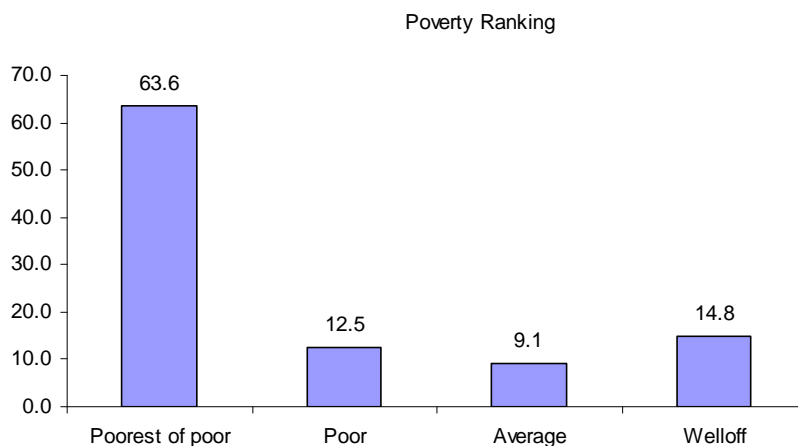
Most workers in brick kilns are migrants from other parts of Pakistan in the brick kilns situated in or around Rawalpindi/Islamabad. A majority (44.5%) hail from Punjab (mostly Central Punjab and some from Southern Punjab), followed by workers from the NWFP (29%) while AJK and Islamabad locals constitute 12% each. There were 2.4% Afghans in brick kilns as well.

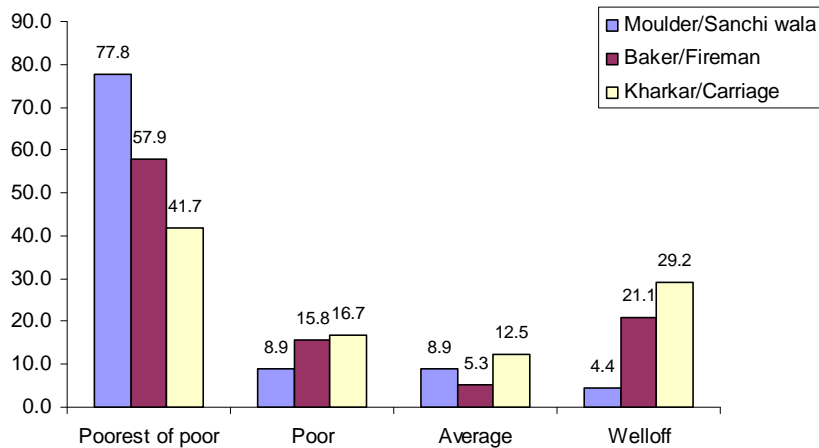
#### ***Family Size***

On average, there are 6.5 members per household.

There were 12 respondents whose family were residing in their hometown, and were not included in the family roster. This has contributed to making the family size appear smaller than that observed. If we calculate average family size without these 12 respondents, then the average family size comes to 7.9 persons per family, which tallies with our observation.

#### ***Overall Poverty Ranking of Households***





Average family Size = 6.5

Poverty line = Rs.1100/month

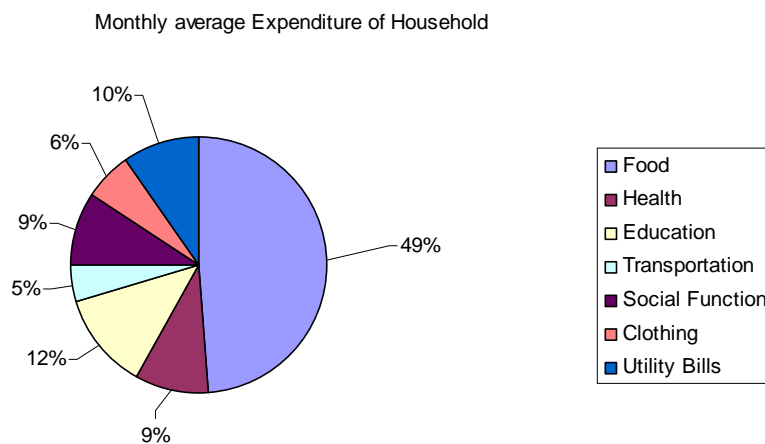
#### Poverty Ranking Criteria

1. Poorest of poor = Less than Rs.800 Per capita income
2. Poor = Per capita Rs. 800 to Rs. 1100
3. Average = Per capita income Rs 1100 to Rs 1400
4. Well off = Rs 1400 to Rs 1700
5. Rich = Rs 1700 and above

#### Assets

It is interesting to note that 77 % respondents own/have a fan in their house, leaving 23% households without even a basic facility like a fan. This was followed by cell phone owned by 44% respondents. 35% households have poultry, 26% have livestock (a goat or small animal). 20% respondents have a sewing machine at home while only 12% own a bicycle. 9% respondents, all kharkars, own donkeys or mules, used for transporting bricks.

#### Expenditure data of Households



This chart indicates that food expense consumes almost half the respondents' earning, following by spending on education (12%), health (9%) and social functions (9%). There are no savings.

## **Housing**

### ***Ownership***

Only two respondents own their house; over 95% live in housing provided by the employer adjacent to the brick kiln.

### ***Physical Infrastructure of Housing***

78% live in a 'kutcha/pucca'<sup>5</sup> house while 19% live in a kutcha (mud) house and only 3% live in a pucca (brick) house. All accommodation is provided separately to families, unlike other countries where a big shared space is provided to multiple families.

### ***Facilities Available in the House***

Most houses lack latrine facilities; 61% use open fields while 24 % have access to a latrine outside their house and only 15% have a latrine inside their house. There is no proper drainage available in 85% houses. The employer provides access to water; usually there is a well outside the house (70%) or a hand pump (11%). Piped gas is unavailable for domestic use; everyone depends upon fuel wood for cooking purposes.

## **Access to Social Services**

### ***Health***

86 % respondents said that they access a health facility; everyone said that they rely upon private doctors rather than government services. It may be noted that 'private doctors' include dispensers, quacks and other doctors who charge a low fee. The government Basic Health Units are ill-equipped to deal with anything more than the common cold and are open during office timings, which often do not suit workers. Thus most prefer to go to private service providers.

Health related problems predominantly related to backache (56%), pain in legs (38%), pain in joints (36%) fever and cold (36%), high blood pressure (23%) and eye infections (19%). There is not a wide variation among these complaints from a gender perspective.

### ***Education***

58% respondents said their children attend school. Some of the respondents' families live in their hometowns so it is difficult to surmise how many children living on the kiln site have access to schooling but it can be safely asserted that the percentage would be lower than what is reported. Among those who attend school, 57% access private schools while 41% go public/government schools and the remaining 2% attend madrassahs (religious schools). The distance from home to school for 92% children is one kilometer or less. In 29% cases, there are separate schools for girls but the majority (71%) do not have separate school facilities. Adult literacy opportunities are available for very few (8%). However, the existence of the facility indicates that it can be useful and perhaps there can be a push for more adult literacy programs.

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<sup>5</sup> Kutcha (mud) and Pucca (brick) implies a combination of the two. Usually the walls are made of brick but the roof is made of temporary materials.

## ***Social Protection***

Only one respondent (a man) said that he is a beneficiary of zakat funds. All others have no access to any social welfare program such as Pakistan Bait ul Maal<sup>6</sup> or the Benazir Bhutto Income Support Program (BBISP) for poor women.<sup>7</sup> This may be related to the existence of a national identity card, which many workers lack.

## **National Identity Cards (NIC) and Voting Rights**

Overall, only 57% respondents have an NIC and of these only 4% of women and 53% of the men have an NIC. No woman is a registered voter while only 20% of the men are registered voters indicating that less than half the number of those who hold an NIC have been registered for voting.

## **2. Work, Working Conditions, and Workers' Forums**

### ***Work and Remuneration***

In most cases, the work is inter-generational as the following information clearly indicates.

### ***Introduction to the Work***

A majority of the workers (66%) said that they were introduced to the work by their parents or family; 21% said that they came to the work on their own while only 6.5% said that the Jamadar/contractor introduced them to the work.

### ***Length of Time/Experience***

A majority of the workers (62.4%) have been involved in brick kiln work for more than ten years; among these workers, 41% have been involved in this work for over 15 years. Only 17% workers have joined this work during the last 1-5 years. This reconfirms that many workers join this work because their families are already engaged with it.

### ***Opportunity to leave***

An overwhelming majority (93.5%) said that if they could, they would leave work at brick kilns. Only 6.5 % said they would continue with the work.

### ***Reasons for Joining Work***

In response to the question about why they joined this work, the respondents listed poverty and support to the family as the predominant reasons.

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6 The Pakistan Bait ul Maal was set up in 1991 as an autonomous body under the Ministry of Social Welfare to provide social protection to the marginalized sections of society, especially destitute or those in need of social protection and financial aid.

7 The BBISP was launched by the government in December 2008 as a social welfare measure for the poor to protect them against the sudden price hike and inflation. Rs 1000 are distributed to poor women and widows each month.

## ***The Advance System***

A small percentage said they continue in this work due to the advance system. When asked their opinion about the advance system, most respondents from all categories said that they feel bound by the advance system and that they must work to pay off their loan to the employer. Very few (3%) indicated that they are paid less due to the advance system. However, 48% said that their remuneration has not increased over the last one year while 30% (majority of bakers and kharkars) said that their remuneration has increased once over the past one year. 20 % (a majority moulders and kharkars) said that their remuneration has increased more than once. It should be noted that the increase was not significant.

## ***Contract: Terms and Conditions<sup>8</sup>***

23% respondents, a majority of them moulders, said that they do not have a contract at all while 57% said that they have a verbal understanding. 21% said that the amount of minimum remuneration is settled and 11 percent said that they have leave with pay. The duration of working hours is not discussed; however, payment to moulders and kharkars is based upon the amount of work done, which is measured by the total number of bricks moulded/transported/placed for baking. 80% said that they are paid on a piece rate basis while only 1-2 % said that they are paid on a daily basis and 17% on lump sum basis. Bakers/firemen receive a standard wage each month.

## ***Working Hours***

All categories of respondents said they work between 11 and 13 hours. The work is performed mostly during the day but the bakers/firemen said that their work is evenly divided across the day and night while for kharkars it was approximately 3.5 hours at night. Moulders perform their work mostly in the day.

## ***Disadvantages and Hazards at Work***

This was an open-ended question therefore we received a variety of responses. We have categorized the responses into three broad categories related to health issues, work and remuneration and working conditions. The largest number of concerns were health related (52%) with most respondents complaining about the tough work; some pointed to specific ways in which they are affected ranging from eyesight problems to problems with mud and strong sun in their eyes. Many also complained of aches and pains and one respondent said that he had to sell his kidney in order to pay off his advances.

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<sup>8</sup> Contracts in informal sector work are mostly verbal. This is a consequence of reliance upon oral traditions in societies where most people are illiterate; people's word carries weight while existing norms (regarding provision of facilities and conditions of work) are observed and respected. Hence the lack of a written contract does not indicate that workers are without rights but disadvantages set in when workers wish to resort to formal systems of justice where written documentation is critical. However, the informal systems of dispute resolution continue to work and are accessed by workers in such settings. These ultimately marginalize them and put them in a disadvantaged position even though workers do exercise some degree of agency in negotiating for leave, or extra advance in case of an emergency. Given these realities, we advocate for written contracts with assurance of labour rights.

The second category relates to the disadvantages of working in the brick kiln sector. 22% respondents felt that they did not receive an adequate remuneration in keeping with the hard work they do for long hours.

The third category pertained to work conditions. 22% respondents said that the working conditions are poor; they pointed to the absence of safe drinking water, and shelter at the workplace. The harsh conditions also lead to deaths of animals in which case the owners (Kharkar) have to suffer heavy losses.

### ***Facilities at Work Site***

Besides drinking water at the worksite, there are barely any facilities available. Only 2% said they have access to a toilet and barely 1% indicated that a first aid box is available. Workers indicated that the employer does not provide them any shelter to shield from the strong sun in the summers. The absence of a toilet makes women feel uncomfortable; they indicated that they have to go to the nearby 'jungle.' For a majority, a toilet is not available at home either.

### ***Negative Incidents and Harassment***

In case there are negative incidents, 70% said that they can report these while 30% felt that they cannot. Most said that they could report these to the manager/munshi (52%) followed by employer (22%) and jamadar (21%). This indicates that there are conflict resolution systems that are being used by a majority of workers.

In response to specific harassment of women and children, 16% said that they face harassment. Of these, 9% said it is verbal while the others said that it is physical in the form of physical fights or beating of children. Sexual harassment was not reported. This is probably because women workers work besides their men folk and not all by themselves.

### ***Other Seasonal Work***

There were very few respondents who had not yet left for their hometowns as some brick kilns are seasonal. Of those who were interviewed, only 30% said that they work for remuneration when they go back, mostly on construction sites and few work as unskilled agricultural labourers.

### ***Role of Manager/Munshi***

The dominant role of the munshi/manager appears to be to oversee the labourers and to pay advances on behalf of the employer. For the moulders, the munshi plays an important role in checking quality. There was a relatively unimportant role for the munshi in hiring and determining remuneration as the latter is generally decided by local market rates.

### ***Monitoring of Work Conditions at the Workplace/Site***

Working conditions are not monitored by any government agency or NGO said 72% respondents. Only 7% said that an NGO had visited them for this purpose and 2% said that someone from the Environment Ministry had visited them. 67% said they were not satisfied with monitoring mechanisms in place.

### ***Suggestions for Improvement***

87% suggested that working conditions should be improved while 13% did not make any suggestions. This may indicate that they are either satisfied with what they have or that they do not have hope for improvement. Of those who made suggestions, 52.5% said that education facilities should be provided for children and 61% said that health facilities should be provided. There was a low demand for vocational training (1%) and adult literacy (8%).

### ***Workers Forums and Organizing***

92% workers said that they do not have a union or representative body where they can raise work related issues. Those who said such a forum is available explained that they approach the middleman to solve their problems. Usually these pertain to demand for advance, leave in case of illness or sometimes they wish to raise the issue of misbehavior of the munshi with the employers. However, most of the respondents had faith in the munshi and 62% relied upon him to solve their problems.

Thus it appears that there are no unions or formal forums that the workers access. The few persons who were aware of workers unions had a low opinion about union leadership, saying that they are mostly corrupt.

We can conclude that the relations between workers, managers and employers are highly personalized. There is a suspicion of formal organizations hence there is no initiative to contact the workers' organizations.

## **3. Opinion About Mechanization**

### ***Mechanization of Brick Moulding***

Almost 60% workers were against mechanization of brick moulding; while 40% felt that mechanization would be an advantage.

Some respondents who agree that mechanization had advantages point out that it can ease their job (40%), increase production (47%). Very few (1%) believe that it can improve the quality of bricks or that it can reduce their health problems (5%).

65% believe that the biggest disadvantage of mechanization is unemployment, and 32% feel that it will result in poor quality of production.

## **F. Discussion**

This section summarizes the quantitative findings and supplements them with qualitative data emerging from interviews with employers, munshis, and jamadars. This section specifically addresses the three major issues identified in the TORs pertaining to economic profile, living standards, relations among workers, employers and managers/munshis (constraints and advantages), and the implications of mechanization for workers and employers.

## 1. Living Standards and Economic Profile

The primary data indicates that the living standards of the workers require urgent improvement as basic facilities are lacking whether in terms of housing needs, or access to social services. Most of the workers are in poor and very poor categories and though many report that their remuneration has increased over the past year, yet it does not match the increase in the rate of inflation. Half the expenditure of the household was consumed by food items, and the remaining was spent upon education, health and spending upon social interaction (e.g. spending upon guests or attending a wedding or some other special occasion) and a small amount on transportation.

Access to education is lower than national level data and access to health care facilities provided by the public sector or employer is non-existent. A few workers during informal conversations indicated that some employers had engaged doctors to visit the site but the quality of service provided by these doctors was low. There is some debate about the connection between workers' health and work. We believe that the large number of complaints about backache, leg aches and joint aches indicate that the manual labour involved in brick making is tough. This is reinforced by field observations as well. Some enumerators also reported use of drugs, hashish in particular, to cope with body pains and aches. This aspect of work needs to be addressed. Similarly, our observations indicated that sanitation issues play a critical role in children's health. Some children were suffering from skin infections, caused by the open sewage/lack of proper drainage facilities (confirmed by field observation). The complete lack of latrines for a large number of families needs to be addressed. The open wells for drinking water were dangerous as two girls who had gone to fetch water were reported to have fallen into the well.

Overall, the workers felt vulnerable as many complained about police harassment and poverty. The managers and employers confirmed police harassment. Workers, when they left the site to visit the local market or use public transport, were hauled up by the police and asked for an NIC. Almost 50% workers in our sample do not possess an NIC, but even if this was produced, the police accused them of having a fake NIC and would let them off after receiving some money.

Some workers talked about the selling of kidneys, thereby highlighting their own social marginalization. One field observation report noted that parents sometimes sell their child's kidney to earn money so they can pay off loans. This practice appears to be more common among workers hailing from South Punjab.

Although our data indicates a lack of interest in vocational training and adult literacy programs, this is because the respondents work between 11 and 13 hours a day. They believe that if they join a literacy or vocational training program, they would lose money as they would be unable to produce the requisite number of bricks. Thus, if any intervention to provide alternative skills training has to be undertaken, it should be done with consideration of worker's loss of income. However, the provision for children's schooling is demanded. Interestingly, workers preferred to send their children to schools rather than madrassas, where religious education is imparted.



## **2. Opportunities for Improvements and Mitigation Measures for Mechanization**

According to the workers, they would prefer improvements in their working environment, e.g. protection from harsh weather conditions, reduced working hours and better/fair remuneration.

Mechanization is not viewed as an opportunity for improvement of working conditions though the workers agreed that it would result in increased production. However, they were concerned that mechanization would result in unemployment and also pointed out that brick quality would be an issue. Thus the trade-offs of mechanization did not appear to be appealing to workers.

For employers, mechanization is a mixed bag. Some spoke in favor of mechanization as a means of getting rid of the stigma of bonded labour, and losing money through the advance system. However, they were concerned about the quality of bricks. One employer explained that as machine made bricks are more compact due to the application of high pressure, they have less water absorption capacity and are heavier in weight than the manually made bricks. Almost all employers expressed reservations about the effectiveness of mechanization. They said they would rather wait and see instead of jumping into mechanization. They did not know of successful mechanization where the quality was not affected and production increased.

Some employers also pointed out the high capital investment in mechanization with uncertain results/outcomes. They were more comfortable with paying labour advances than in investing in a new system.

Employers/owners also appreciated the attempts at fuel efficiency and explained that coal had become costlier without any standardization of quality assurance. They explained that they place orders telephonically and have no means of checking if the promised quality would actually be delivered. They often received truckloads of substandard coal, which is expensive to return. Aware of the negative environmental impacts, they clarified that to start off coal fire, wood and old/used vehicle tires are used. They were aware of the environmental damage caused due to burnt tires but termed it an economic compulsion. One employer also said that the firemen/bakers demand rubber to ensure that temperatures do not fall beyond a particular point. He said that if they do not give them rubber tires, the bakers lose interest in their work, which affects the quality of bricks. Thus, they are cornered in a situation where the quality of bricks is affected and they suffer the economic loss.

One employer discussed the existence of fuel-efficient technologies in Nepal and China saying that although the Chinese technology is superior, yet without government support, kiln owners do not even know how to contact appropriate persons or agencies in China. “We have no interaction with this sector in China to share our experience or benefit from their experiences”. The Government should also encourage Chinese experts to impart training to our workers, particularly on the use of coal/energy, as our workers are totally unskilled in this sector in comparison to the Chinese”.

The proposal that public private partnerships could improve working conditions and address economic constraints effectively was not popular. One employer (from the NWFP) suggested that the government should provide financial support and resume provision of coal permits or ensure coal supply at fixed prices. Employers said that the government was in the habit of

laying down 'strange rules and standards' that are not observed. He suggested that instead the government should initiate some moves for supporting workers by establishing a welfare fund for brick kiln workers or open worker specific utility stores to provide workers relief from inflation and poverty. In addition, it was suggested that the government undertake to provide education and quality health care facilities and conduct campaigns to educate poor workers about basic hygiene and advocate preventive health care measures.

### **3. Contractual/Working Relationship between Kiln Owners and Kiln Workers**

Findings from both quantitative and qualitative data indicate that there are in place informal agreements among the workers and employers. Contracts are largely verbal in nature or 'do not exist' even at the verbal level. However, there is an understanding prevalent in the area that is followed by workers and employers. The Jamadars are the workers main guarantors for receiving advance payments and also step in when the workers need relief (in case of illness, injury, death or marriage in the family) in terms of more advances and leave. As the advance does not accrue interest, workers are able to pay it off though the process is slow. This distinguishes the Pakistan context from the Indian context where the advances accrue interest.

The work is physically demanding and involves extra ordinarily long hours without overtime or any protection from hazardous conditions. Although some employers make a small annual contribution to the government for workers security, the workers have no means of accessing help from the government. The absence of NICs with almost half the workers makes it even more difficult for them to be eligible for any relief from government.

There are ample mechanisms through which workers and munshis/managers interact to settle complaints or resolve issues; the relationship is not adversarial as the munshi/manager, though he monitors work, is also responsible for the smooth functioning of the kiln. Thus the munshi or the employer addresses the issues that arise. This indicates that workers do exercise some degree of agency, especially because their work is specialized and not everyone can perform it.

There is little trust in organized forums such as workers unions and associations. There were no unions or associations in the brick kilns and the areas that we visited for fieldwork. Workers prefer to resolve their problems through the jamadar, the munshi or by talking directly to the employer. While this is a positive indication, it also means that workers issues, e.g., maintenance of minimum standards of work and protection against hazardous work are not brought to any forum for discussion. Workers' own awareness about such issues in terms of demanding such facilities as a right is also very low. This is due to their poverty and illiteracy that place them in a disadvantaged position in harsh economic conditions. Thus, while workers are able to exercise limited agency, it does not extend to negotiating for better living arrangements or rights to education, health services or other utilities.

In contrast, employers feel relatively powerless in the context of the advance system as this is a given. They claim that there is no assurance that the worker will stay and that usually workers demand heavy advance from the next employer before he joins work. Both sides have an issue and the best resolution would be through government-sponsored mechanisms that would be acceptable to both sides. However, there is no move from any government agency to bring brick kilns within the ambit of the formal sector.

This issue needs further research. It appears that the sites that the research team visited did not rely upon owners associations or workers unions to resolve their problems but this may not necessarily be generalized. The experience in the NWFP for instance, indicates that brick kiln owners associations and workers unions effectively resolve labour issues, usually related to settling of advance payments or waiving off loans. It also appears that the labour department in the NWFP is quite active and monitors child labour. Similarly, the EPD (Environment Protection Department) also checks kilns and fines the owners if they find rubber tires being burnt.

## **G. Recommendations**

Based on findings emerging from the field, we propose the following interventions as a way forward:

1. Ensuring that workers obtain NICs for themselves, and their families including birth registration of their children. The NICs are critical for access to social protection programs of the government, as well as ensuring that workers can access social services and exercise their rights as voters.
2. Adult Literacy and/or Vocational Training with compensation (and in-built requirements for completion of course) so livelihood is not affected. Alternative skills training can be initiated.
3. Schooling for children through lobbying with the Education Ministry/Department for implementation of Education for All (EFA) and provision of non-formal schools in the area.
4. Access to better quality government health facilities through lobbying with district governments.
5. Explore the possibility of health insurance schemes for the poor as initiated by RSPN /PRSP in Punjab.
6. Improved work conditions such as shelter to protect from adverse weather conditions; improved work timings, fewer hours of work (than the present 11-13 hours) and minimum wage, equal pay for equal work. Simple facilities on the work site such as clean drinking water and first-aid box can also be initial steps to improve work conditions that do not require substantial investments. The provision of latrines at the worksite, though it requires a small investment, is a must.
7. Improved living conditions for the workers who live on the site: This includes infrastructure improvements such as improved building materials in houses, provision of latrines, proper drains, running water, safe drinking water, piped gas for cooking etc.
8. Employers/owners emphasized the introduction of fuel-efficient technologies more than the introduction of mechanization. We believe such technologies should be introduced but the profits that accrue should be shared with the workers in the form of improved work and living conditions.
9. Tripartite dialogue between employers, workers and stakeholders to ensure 2-way benefits accruing from fuel-efficient technology transfers.
10. Interface with private sector businesses for accessing better technologies and financial incentives that will result in environmentally responsible practices as well as direct material benefits to workers.
11. Explore the possibility of forming formal forums for dispute resolution and associations for articulating workers' demands.

## **Press Coverage of Public Seminar at SDPI**

### **Govt urged to consider alternative technology for brick kilns**

Business Recorder  
03 February 2009  
Islamabad

ISLAMABAD: The experts, highlighting the plight of brick kilns workers, urged the government to implement its laws to improve their working conditions. They also suggested the government and business industry to consider alternative technologies to avoid environmental degradation and fuel-wastage.

Dr. Saba Gul Khattak, visiting research fellow at SDPI, Dr. Sultan M Khan, district health officer, Attock and Syed Mahmood Nasir, visiting research associate, SDPI shared their research findings at a seminar on "brick kilns, workers and environment: current situation and way forward, organized by the Sustainable Development Policy Institute (SDPI) here on Monday.

Dr. Saba Gul Khattak, citing her ongoing research study, said that there were more than 10,000 brick kiln Pakistan engaging approximately one million direct workers with a number of social dilemmas involving bonded labour, child labour, work place adverse living environments, unhygienic water and sanitation and adverse occupational health conditions. She lamented that out of those ten million, 64 percent were the poorest of the poor, while 97 percent live in Kacha/paca houses, 90 percent have no running water at home, 60 percent without latrines and 82 percent without proper drainage system, and 98 percent were using wood as fuel.

Syed Mahmood Nasir was of the view that the brick production sector in Pakistan was operating on centuries-old technology called BTK (Bull Trench Kiln) that was fuel wasting and was contributing towards air pollution and emission of green house gases (GHGs), thus creating numerous negative economical and environmental impacts. He said that there was a need to start the process of exploring innovative scientific technologies to address all these negative effects. Dr. Sultan Khan observed that due to their unusual working conditions and exposure to polluted air and contaminated water, the brick kilns workers were often prone to diseases such as hepatitis a and e, polio, dengue fever, tuber clauses, backache, and hernia. He deplored that these unattended working conditions also lead to workers to drug addiction, gambling and sexually transmitted diseases.

## **Improve living standard of kiln workers: seminar**

Daily Times  
03 February 2009  
Islamabad

ISLAMABAD: Participants of a seminar on Monday urged the government to improve living condition of kiln workers and reduce environmental pollution using latest technology. The seminar was arranged by SDPI. Dr Saba Gul Khattak, an SDPI fellow, said over 10,000 kilns in Pakistan had engaged approximately 1 million workers, most of them involved in bonded labour and child labour.

She said 64 percent of kiln workers were the poorest of the poor; 97 percent lived in kacha/paca houses; 90 percent had no running water at home; 60 percent without latrines; 82 percent without proper drainage system and 98 percent used wood for fuel

She suggested modern technology be used, safeguarding workers' interests and health, to control environmental degradation. STAFF REPORT

## **Labour laws don't protect brick kiln workers**

Dawn  
03 February 2009  
Islamabad

ISLAMABAD, Feb 2: Brick kiln workers, men, women and children - get no protection under the existing labour laws, according to a recent study of some 10,000 brick kilns conducted by Dr Saba Gul Khattak.

A visiting research fellow at the Sustainable Development Policy Institute (SDPI), she spoke about the brutal exploitation of kiln workers at a seminar here on Monday, calling on the state to provide them the cover of labour laws to ensure them fair wages, health care and child education facilities.

She revealed that almost 64 per cent of workers lived below poverty line. Men, women, and children of the family, too, join together, each working for 10 hours daily to prepare 1,000 moulds of brick but they receive inadequate compensation, ranging from Rs300 to Rs350 working in inhuman condition in the absence of shelter or latrines. She attributed the situation to the absence of their association, though the owners are organised.

As for contract there was none and working hours or compensation was not specified. In fact 25 per cent workers simply rely on verbal conditions. Working children often receive tongue lashing and even beating, though the survey has not mentioned any incident of sexual harassment.

Besides, 80 per cent of these workers do not have running water and 87 per cent do not have sewerage drains in their makeshift houses and around the kiln area. Only 57 per cent possess national identity cards since a majority of brick kiln workers came from central and southern Punjab as well as from Azad Kashmir. There are no Afghan refugees among the workers at Islamabad, she said responding to a question.

Saba Gul ascribed the reason for her study to a new BKSP project aimed at replacing the traditional brick manufacturing with a mechanised process to bring in new energy saving technology to avoid environment pollution. The plan executors wanted a survey done to find out the present conditions of labourers working in brick kilns.

The workers also suffer from several respiratory problems due to air pollution because of the smoke coming out of kiln chimneys. Several of them suffer from waterborne diseases such as TB, Hepatitis, polio and Dengue fever, malaria. They go to private doctors, a majority of whom are quakes.

"They do not trust government health system, which provides not more than 13 percent of the required facility, said Dr Sultan Mahmud, a physician, who is working to set up a brick kiln of his own.

An interesting question pertained to the estate developers, who acquire kiln area after 30 years normal life of a brick kiln. The estate developers have an obligation under law to remove all impurities in the area.

At this point Mahmud Nasir, the coordination of the discussion session observed that by looking at the shape of bricks archaeologists and anthropologists often interpret the state of the society, and the reason for the decay of Indus civilization is attributed to a number of inconsistencies found in the brick laying process in that age.

### **Speakers for steps to improve plight of brick kilns workers**

Pakistan Observer  
03 February 2009  
Islamabad

Islamabad—The experts, highlighting the plight of brick kilns workers, urged the government to implement its laws to improve their working conditions. They also suggested the government and business industry to consider alternative technologies to avoid environmental degradation and fuel-wastage.

Dr. Saba Gul Khattak, visiting research fellow at SDPI, Dr. Sultan M Khan, district health officer, Attock and Syed Mahmood Nasir, visiting research associate, SDPI shared their research findings at a seminar on “brick kilns, workers and environment: current situation and way forward organized by the Sustainable Development Policy Institute (SDPI) on Monday.

Dr. Saba Gul Khattak, citing her ongoing research study, said that there were more than ten thousand brick kilns in Pakistan engaging approximately one million direct workers with a number of social dilemmas involving bonded labour, child labour, work-place adverse living environments, unhygienic water and sanitation, poor education and adverse occupational health conditions. She lamented that out of those ten million, 64 percent were the poorest of the poor, while 97 percent live in Kacha/paca houses, 90 percent have no running water at home, 60 percent without latrines and 82 percent without proper drainage system, and 98 percent were using wood as fuel.

Dr Saba underlined the need for more support and facilitation from government to these vulnerable workers in addition to effective implementation on government’s existing laws.

She recommended issuance of national identity cards, adult literacy and vocational trainings, better work conditions related to remuneration, timings and shelter, and easy access to health facilities. She suggested adoption of fuel-efficient technologies as coal was becoming more costly adding the need for tripartite dialogue and transfer of technology under 2-way benefit arrangement where workers are at the center.

Syed Mahmood Nasir was of the view that the brick production sector in Pakistan was operating on centuries-old technology called BTK (Bull Trench Kiln) that was fuel wasting and was contributing towards air pollution and emission of green house gases (GHGs), thus creating numerous negative economical and environmental impacts. He said that there was a need to start the process of exploring innovative scientific technologies to address all these negative effects. "For instance, the Chinese 'VSBK Vertical Shaft Brick Kiln' technology can produce same number of bricks while using 50-60 % less fuel with 30 percent less smoke emission as appose to traditional BTK", he added.

## **Seminar on 'Brick Kilns, Workers and Environment'**

### **Govt urged to improve working conditions for labourers**

The Nation  
03 February 2009  
Islamabad

ISLAMABAD - Experts at a seminar on Monday revealed that up to 10,000 brick kilns were functioning in Pakistan, which engaged approximately one million direct workers with a number of social dilemmas involving bonded labour, child labour, workplace adverse living environments, unhygienic water and sanitation, poor education and adverse occupational health conditions.

Out of these one million, 64 per cent are the poorest of poor, while 97 per cent live in Kacha / paca houses, 90 per cent have no running water at homes, 60 per cent without latrines and 82 per cent without proper drainage system and 98 per cent are using wood as fuel, they added.

The experts urged the government to implement its laws for improving their working conditions. They also suggested the government and business industry to consider alternative technologies to avoid environmental degradation and fuel wastage. Dr Saba Gul Khattack, visiting research fellow at SDPI, Dr Sultan M Khan, District Health Officer Attock and Syed Mahmood Nasir visiting research associate SDPI shared their research findings at a seminar on "Brick Kilns, Workers and Environment: Current Situation and Way Forward organized by the Sustainable Development Policy Institute (SDPI) on Monday.

Dr Saba underlined the need for more support and facilitation from government to these vulnerable workers in addition to effective implementation of government's existing laws. She recommended issuance of national identity cards, adult literacy and vocational training, better work conditions related to remuneration, timings and shelter, and easy access to health facilities.

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"For instance, the Chinese 'VSBK Vertical Shaft Brick Kiln' technology can produce same number of bricks while using 50-60 % less fuel with 30 percent less smoke emission as oppose to traditional BTK", he added.

Dr Sultan Khan observed that due to their unusual working conditions and exposure to polluted air and contaminated water, the brick kilns workers were often prone to diseases such as hepatitis a and e, polio, dengue fever, tuber clauses, backache, and hernia. He deplored that these unattended working conditions also force workers to drug addiction, gambling and sexually transmitted diseases.

### **Workers still being subjected to worst exploitation**

The News  
February 03, 2009  
Islamabad

She presented her research report on 'Social Analysis of Brick Kilns Production Units in Pakistan' during a panel discussion organised by the Sustainable Development Policy Institute (SDPI) here on Monday.

Dr. Saba Gul Khattak said there are largely three categories of brick kilns workers including moulders, carriages and firemen who are working between 10 and 13 hours a day. Providing the break up, she said 'the poorest of the poor' category shows 77.8% are moulders, 57.9% carriages and 41.7% firemen; 'the poor' category contains 8.9% moulders, 15.8% carriages and 16.7% poor; 'average category' includes 8.9% moulders, 5.3% carriages and 12.5% firemen; while 'well off' category' constitutes 4.4% moulders, 21.1% carriages and 28.9% firemen.

She further said 97% of brick kilns workers are living in mud houses; 80% have no running water facility in their houses; 60% have no latrine facility and 82% have no drainage system in their living places.

Dr Saba said only 4% of the women working in brick kilns have CNICs and none of them has ever been registered as a voter in any area of Pakistan. "As most of the women don't have CNICs, the policemen often tease them and even make them subject to torture and other inhuman treatment," she said.

About contract system, she said 23% of workers do not have any kind of written or verbal understanding with owners while 57% are working under verbal contract, which has no legal validity.



Talking about the perception of workers regarding mechanization in the brick kilns, she said 60% of workers are entirely against it, 65% believe that it would result in unemployment while 99% think that mechanization would affect the quality of bricks.

Dr Saba said owners of brick kilns are highly willing to adopt fuel-efficient technology, as the coal is fast becoming an expensive commodity.

She suggested that the ministries of education and health should extend their financial and technical help to families working in brick kilns especially to save the future of thousands of children.

“Efforts be made for ensuring better working timings, adult literacy, vocational training, appropriate remuneration, tripartite dialogue and technology for two ways benefits in the brick kilns,” she said.

Answering a question, she said there are some 10,000 brick kilns in Pakistan and if it were supposed that 100 workers are working in each brick kiln then the number of workers would not be less than one million.

She said it is highly ironical that the banking sector provides loans to the owners of brick kilns but their workers are not provided with any kind of benefits on the pretext that they work in an informal sector.

Dr Sultan Mehmood Khan, a public health scientist, said water-borne diseases, air pollution and toxic fuels are one of the major problems associated with the brick kilns industry.

He said the brick kilns workers mainly face diseases like diarrhoea, tuberculosis, polio and dengue fever and lack of proper health facilities is one of their main problems.

Dr Sultan said a minimum of Rs5 million is required to set up a brick kiln but it is still regarded as an informal sector instead of an industry.

## List of Reports Consulted

- 1 A.R.KEMAL, Z. M. (1993) Labour Absorption in the Informal Sector and Economic Growth in Pakistan Islamabad, Friedrich Ebert Stiftung, Pakistan Office.
- 2 FBS (2002) Survey of Bonded Labor in Two Sectors in Pakistan: Brick Kiln Workers (Punjab) and Sharecroppers (Sindh). Islamabad, Government of Pakistan.
- 3 FBS (2007) Labour Force Survey 2006-2007. Annual Report. Islamabad, Government of Pakistan.
- 4 ILO (2007) Multi-Bilateral Programme of Technical Cooperation. Progress Report. International Labour Organisation- Pakistan.
- 5 NAUMAN, A. E. M. (2000) Bonded Labour in Pakistan: An Overview. Karachi, Pakistan Institute of Labour Education and Research.
- 6 PILER (2004) Unfree labour in Pakistan: Work, debt and bondage in brick kilns. Karachi.
- 7 SPARC (2004) The State of Pakistan's Children Annual Report. Islamabad, Society for the Protection of the Rights of the Child.

### List of Institutions/Organizations Working for Brick Kiln Workers

S#	Organization	Nature of work
1	Ministry of Labor and Manpower	<ul style="list-style-type: none"> <li>• Policy formulation.</li> <li>• Human resource development.</li> <li>• Labor rights protection.</li> <li>• Welfare of labors and their families.</li> </ul>
2	Provincial Labor Departments	<ul style="list-style-type: none"> <li>• Implementation of labour laws.</li> <li>• Manpower education and training.</li> <li>• Labor rights protection.</li> <li>• Welfare of labors and their families.</li> </ul>
3	Provincial Environmental Protection Agencies	<ul style="list-style-type: none"> <li>• Implementation of environmental protection acts.</li> <li>• Awareness raising and capacity building of public and private partners on environmental issues.</li> <li>• To promote environment related R&amp;D activities</li> </ul>
4	International Labor Organization	<ul style="list-style-type: none"> <li>• Implementation of international conventions for labour rights.</li> <li>• Capacity building of govt. functionaries in legal reforms and implementation.</li> <li>• Supporting civil society developmental and advocacy programs.</li> <li>• Supporting research on labour issues.</li> </ul>
5	Unicef	<ul style="list-style-type: none"> <li>• Implementation of international conventions for protection of child rights.</li> <li>• Projects for mother and child health protection working in brick kilns.</li> </ul>
6	GTZ	<ul style="list-style-type: none"> <li>• Introduction of fuel-efficient technologies. Donors closed that program after Pakistan nuclear tests.</li> </ul>
7	Swiss Development Cooperation	<ul style="list-style-type: none"> <li>• Technology transfer and establishment of environmental friendly and energy efficient brick kilns.</li> </ul>
8	Trócaire	<ul style="list-style-type: none"> <li>• Supports developmental and awareness raising projects for bonded labour.</li> </ul>
9	Society for the Protection of the Rights of the Child	<ul style="list-style-type: none"> <li>• Advocacy for Child Rights Protection</li> <li>• Research on different aspects of child labour.</li> </ul>
10	Pakistan Institute of Labour Education & Research	<ul style="list-style-type: none"> <li>• Research and Advocacy for bonded labours.</li> </ul>
11	Human Rights Commission of Pakistan.	<ul style="list-style-type: none"> <li>• Legal support for bonded labours.</li> <li>• Rehabilitation projects for released bonded labours.</li> </ul>
12	Bonded labour freedom front	<ul style="list-style-type: none"> <li>• Legal support for bonded labours.</li> <li>• Research and advocacy on bonded labour issues.</li> </ul>
13	Anti-Slavery International	<ul style="list-style-type: none"> <li>• Funding research on Bonded Labour issues in Pakistan.</li> </ul>
14	Pakistan Institute of Legislative Development and Transparency	<ul style="list-style-type: none"> <li>• Research on labour reforms.</li> </ul>

## Compilation of Recommendations from Important Reports on Brick Kiln Workers

1. Report Title: Unfree Labour in Pakistan: Work, Debt and Bondage in Brick Kilns.  
*Pakistan Institute of Labour Education and Research (2004)*

### Recommendations

- Increasing income is the obvious route at preventing growth of debt or reducing its occurrence and hence against increasing severity of bondage.
- Revising all provincial piece-rates upward to give the equivalent of a national minimum monthly wage would have a stronger impact when the rate reflects all labour typically involved.
- If bondage is to reduce, alternative sources of credit are needed to complement higher piece-rates. Extension of micro-credit schemes to support subsistence and health can be of obvious importance as investments in human capital.

2. Report Title: Bonded Labour in Pakistan: An Overview  
*(Study for the ILO)*

Pakistan Institute of Labour Education and Research

- The obvious way to reduce indebtedness to employers is to substantially increase direct remuneration of workers. Until that happens, and that is some years away, it may be possible to have alternative, specialized sources of credit for workers to meet genuine consumption and investment needs. Perhaps the new micro-credit institutions can be of help in this regard by considering as working capital the amount needed to bridge the substantial gap between work and output.
- Explicitly extending the cover of labour laws and facilities- - e.g. health insurance and old age benefits - - to all workers any where and everywhere can obviously help in reducing financial burdens on informal sector workers and hence the need for debt and consequent bondage.
- The most difficult task will be to improve conditions for the majority of workers at the workplace itself. Even with the above proposals in place, we see the need for a firm resolve by government to enforce the law. This will require a steady stream of high-profile prosecutions to accompany negotiations with employers and landlords.
- The HRCP has, over the years, given suggestions for amendments in the Bonded Labour Act, and in the Tenancy Acts, to provide better protection to workers. It has also given proposals for better implementation of laws. These proposals must be a part of any national consultations on bonded labour. All agree that such consultations will need to be tripartite to include representatives of bonded workers, government, and landlords/employers. We also think that there is some merit in the suggestion for strengthening the officer of Provincial Ombudsman to speed up the process of eliminating bonded labour.
- External assistance with focused and national surveys can help both directly and indirectly. Government and society needs to be confronted with the scale of the problem of bonded labour as one of widespread exploitative relations rather than simple poverty.

3. Title: Survey of Bonded Labour in Two Sectors in Pakistan:  
*Brick Kiln Workers (Punjab) and Sharecroppers (Sindh) 2002*

Federal Bureau of Statistics  
Govt. of Pakistan.

(For the International Labour Organization)

- Policy interventions in the credit market, therefore, will need to take into account the precise role of credit in maintaining the productive cycle and/ or keeping people in bondage. Exclusively legalistic approaches to bonded labour will not be appropriate in conditions where such approaches are likely to disrupt the production cycle altogether. Legalistic approaches, therefore, will need to be complemented with other more economic, interventions.
- Ordinary laws for the protection of the individual against violence need to be applied to bondage. In other words, wide-ranging legal action against “bondage” need not be limited to conditions of “debt bondage”.
- Expansion of basic education among vulnerable populations can be highly effective policy to counter bonded labour.
- The policy framework for dealing with bonded labour as well as other issues in poverty needs to take the problem of social hierarchy and social marginalization seriously. The possibility of social group-based targeting might be worth serious consideration in this regard.
- An expansion in economic opportunities and the reduction in the volatility of labour demand will reduce vulnerability to bondage in general.
- First, there is scope, obviously, for follow-up surveys, and for frequent updates that will build upon the work done in the present survey. A larger sample size will allow many of the important questions to be answered with a greater degree of confidence.
- Second, it might be possible to incorporate some features of a “bonded labour module” in the regular, larger, surveys of the FBS, such as the Labour Force Survey. Such an exercise – even if conducted once every few rounds—can provide excellent data on time trends.
- Third, there is scope for more detailed micro-level work on the issue of caste and social hierarchy, and to gain a clearer picture of social marginalization and exclusion. This might be done using ethnographic approaches in the first instance, and then followed up with larger quantitative surveys.
- Fourth, one crucial area touched upon by the present FBS survey is inter-household allocations and decision-making. The survey was not able, however, to specifically establish the role of intra-household inequalities, and particularly gender inequalities, in the bonded labour, this is an area that needs more attention in future data collection and research.

**Check-list for Qualitative Key Informant Interviews**

(Owner / Munshi)

Since how long you are engaged / involved in this business?

What changes occurred in this sector over the time?

What do you think about the mechanization of this sector, e.i , replacing manual mouldering by machine?

What would be its social, economic, particularly on employers and labourers and environmental impacts?

Does any public private partnership exist in this sector?

If yes what is the nature of partnership.

If not what are the prospects of public private partnership in this sector?

What type of fuel (energy sources) do you use for bricks baking?

What sort of problems do you face in fuel procuring?

In broad sense, what problems this sector faces? (Marketing, labour issues, production, weather, raw materials and Govt policies)

What are the environmental impact of different fuel / energy sources?

Do you have any contacts / collaboration with the Environmental Agency?

What do you think about its role, i.e efficiency, policy regarding environmental protection?

Does labour Department play any role, like monitoring etc?

Which source of energy is more efficient and environment friendly?

What are your experiences with your workers, .e.i, recruitment process, their retaining, maintaining contacts with them while they go back to their home town in off season and their welfare?

What is the payment system for different categories of workers?

What are your views about advance payment system?

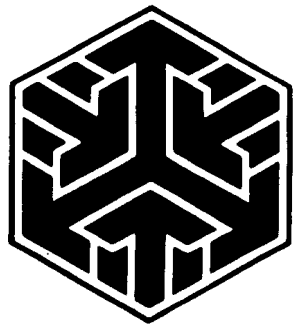
Does any brick kiln owners association exists?

What are its objectives and activities?

**Questionnaire**

ID code	
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**Questionnaire for  
Social Analysis Of Brick Production Units in Pakistan**



**SDPI**  
Sustainable Development Policy Institute

*by*  
**Sustainable Development Policy Institute (SDPI)**  
HOUSEHOLD QUESTIONNAIRE

**Introduction:**

<p><i>Name of Site</i> _____</p>   <p><i>Name of Respondent:</i> _____</p>  <p><b>Age:</b> _____ completed years</p>  <p><b>Home District of the respondent</b></p> <p><b>Work categories</b></p> <p><b>Moulder/ Sanchi wala.....1</b></p> <p><b>Baker/ Fireman .....2</b></p> <p><b>Kharkar / Carriage.....3</b></p>	<p><b>Name of Researcher:</b></p> <p>_____</p>  <p><b>Date of interview:</b> _____/_____/_____ <u>2009</u></p>
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### Section A: Household Roster

S N	Relationship with the head of HH Self.....1 Wife.....2 Husband.....3 Daughter.....4 Son.....5 Mother.....6 Sister.....7 Brother.....8 Daughter-in- law.....9 Mother-in- law.....10 Sister-in- law.....11 <i>Brother-in- law.....12</i> <i>Uncle.....13</i> <i>Other.....77</i>	Gender 1. Male 2. Female	Age In complete Years	Marital status  Never Married....1 Married.....2 Divorced/Separated .....3 Widowed.....4	<i>Education</i> <i>Mention in</i> <i>completed</i> <i>years</i>  Illiterate Technical education Informal education Religious Education Primary Middle Secondary High  Other.....77	Occupation Housewife.....0 Farming.....1 Business.....2 Labour.....3 Labour in brick klin.....4 Child labour.....5 Student.....6 HH chores.....7 <i>Other specify)</i> <i>.....77</i>
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						

### Section B: Socio-economic profile

Qno.	Question		Responses
B1	Household monthly income (Rs.)		1. Crops_____Rs. 2. Livestock_____Rs. 3. Labour_____Rs. 4. Private job_____Rs. 5 Remittances_____Rs. 77. Other ( <i>Specify</i> )_____, _____Rs.
B2	House Ownership		Own.....01 Rent.....02 Without rent/ rent free.....03 Provided free by the employer.....04
B3	Type of house		Pacca.....01 Katcha.....02 Pacca/katcha.....03 Other .....77
B4	Water supply	Piped ( <i>inside</i> ).....01 Piped ( <i>outside - Govt.</i> <i>tab</i> ).....02 Hand pump.....03 Well inside.....04 Well out side.....05 Canal/ stream .....06 Boring .....07 Other ( <i>Specify</i> ).....77	Codes Provided by Govt = 1 Provided by the owner of brick kiln = 2 other specify .....77

Qno.	Question	Responses
B5	Latrine	Inside.....01 Outside.....02 Open field.....03
B6	Drainage	Yes.....01 No..... .....02
B7	Fuel ( <i>For cooking &amp; heating</i> )	Gas.....01 LPG.....02 Wood.....03 Kerosene.....04 Electricity.....05 Other ( <i>specify</i> ).....77

Monthly Household Expenditure (Rs.) <i>Please use average if reported expenditure are other than monthly</i>		
B8	1. Food.....Rs.	5. Clothing.....Rs.
	2. Health care.....Rs	6. Education.....Rs
	3. Transport.....Rs	7. Housing.....Rs
	4. Social Function.....Rs	Utility Bills.....Rs

#### Assets

B9	Item	Yes = 1 No = 0	Number	Item	Yes = 1 No = 0	Number
	1. Fan			7. Sewing machine		
	2. Bicycle			8. Cart		
	3. Motorcycle			9. Horse/donkey		
	4. Riksha			10. Cell phone		
	5. Poultry			11. House		
	6. Livestock			77. Other specify		

**Section C: Access to social services**

*Health*

**C .1** Do you access to health care facility?

Yes = 1 No = 2,
-----------------

**C .2** Type of health care facility accessed

Public.....1
Private.....2
Other specify.....
.....
.....77

**C.3.** Do you have any specific health issues arising from your work?

Yes = 1 No = 2, <b>if yes</b> use the following codes
---

**C. 4** Types of health problems

**Encircle codes ( multiple options possible**

Backache .....1	Pain in some limb.....13
Fever, cold .....2	Pain in joints .....14
Eye infection .....3	Swelling in some body parts
Ear infection .....4	.....15
Watery eyes .....5	Pain in chest .....16
Cough .....6	Stomach / belly pain ....17
Asthma .....7	Dizziness / nausea .....18
Skin problem .....8	Skin cracking / discoloration
Breathing problem .....9	.....19
Stiff neck .....10	Muscular pain ..... 20
Anemia .....11	Exhaustion .....21
Pain in legs .....12	High Blood Pressure....22
	Low Blood Pressure... 23
	Other specify .....
	.....77

**C.5.** Do children and women have any specific health issues due to living near the brick kiln?

Yes =1	No = 2, if no go to C 7
--------	-------------------------

**C. 6** If yes, which type?

Backache .....1	Pain in some limb.....13
Fever, cold .....2	Pain in joints .....14
Eye infection .....3	Swelling in some body parts .....15
Ear infection .....4	Pain in chest .....16
Watery eyes .....5	Stomach / belly pain ....17
Cough .....6	Dizziness / nausea .....18
Asthma .....7	Skin cracking / discoloration ....19
Skin problem .....8	Muscular pain .....20
Breathing problem .....9	Exhaustion .....21
Stiff neck .....10	High Blood Pressure.....22
Anemia .....11	Low Blood Pressure... ..23
Pain in legs .....12	Other specify ..... .....77

**Education**

**C. 7** Is there any education facility available?

Yes = 1	No = 2, if no go to C9
---------	------------------------

**C. 8** If yes, which type of facility?

Type of facility	Distance in Km
Public .....1	
Private school...2	
Madrasah.....3	
None.....4	
Other.....77	

**C. 9** Are there opportunities available for adult literacy?

Yes = 1	No = 2
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**C. 10.** Are there separate schools/facilities for girls?

Yes = 1	No = 2
---------	--------

Section D: Employment, working conditions, workers and employers' relations

**D. 1** Who introduced you to this work?

Parents/ family	1
Jamadar / Contractor	2
I myself	3
Other specify	77

**D. 2** How long have you been engaged in this activity? Years \_\_\_\_\_ Months \_\_\_\_\_

**D. 3** What are the reasons for doing this work?

- |  |
|--|
| <ol style="list-style-type: none"> <li>1. Inflation / poverty</li> <li>2. No other work available</li> <li>3. To be independent</li> <li>4. Supports family</li> <br/> <li>5. My family received advance from the owner</li> <li>77. Other specify.....</li> </ol> |
|--|

**D. 4** If you ever got other opportunity, would you leave this job?

Yes = 1	No = 2
---------	--------

**D. 5** What do you think about the advance payment system?

It made me bound to work here .....	1
Have to work for long hours .....	2
Have to work on less wages than the market .....	3
Other specify .....	77

**D. 6** What type of terms and conditions are included in the contract?

Encircle codes

No contract at all .....	1
Only verbal memorandum.....	2.
Amount of minimum remuneration.....	3
Duration of working hours.....	4
Leave with pay.....	5
Leave without pay.....	6
Maternity leave.....	7
Medical cover / self / family.....	8
Other specify .....	
	77

**D. 7** How many hours do you work?

Hours _____ day time	Hours _____ Night time
----------------------	------------------------

**D. 8** Do you work seasonally or round the year?

Seasonally = 1	Round the year =2
----------------	-------------------

**D. 9** If seasonally how many months per season? \_\_\_\_\_ Days \_\_\_\_\_ months

**D.10** Do you migrate to your hometown during the off-season?

Yes =1 No = 2, if no go to D 15
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**D. 11** Do you have any economic activities in your home town?

Yes =1 No =2, if no go to 13
------------------------------

**D. 12** If yes, specify type of economic activities

Loubor agriculture .....	1
Unskilled labour in construction.....	2
Skilled labour in construction.....	3
In brick kiln.....	4
Other specify .....	77

**D. 13** Do you have any property in home town?

Yes =1 No = 2 , if no go to 15
--------------------------------

**D. 14** If yes type of property

Type of property	
House .....	1
Agricultural land .....	2
Non-agricultural land.....	3
Commercial land.....	4
Livestock .....	5
Other	
.....	77

**D. 15** What are the reasons of family migration from your home town?

Due to insecurity in the absence of male memebers .....	1
Due to poverty .....	2
To employee female and children also in the brick kiln sector ...	3
Other specify .....	77

**D. 16** Do they face any problems / issues here?

Yes = 1 No = 2, if no go to D18
---------------------------------

**D. 17** If yes, what type of problems / issues?

Lost contacts with relatives .....	1
Children lost future due to involvement in work .....	2
Poor living conditions .....	3
Women / children face harassment / abuse .....	4
Drug addiction .....	5
Other specify .....	
.....	77

**D. 18** What is the wage system in the brick kiln sector?

Daily base .....	1
Lump sum .....	2
Performance base ....	3
Piece base.....	4
Other specify .....	
.....	
.....	77

**D. 19** How many times has your remuneration increased during last year?

Once .....	1
More than once .....	2
None.....	3

**D. 20** What type of role does the *Munshi* / manager plays?

Hiring for employer .....	1
Oversee the labourers at work place .....	2
Pay advance on behalf of employer .....	3
Determine remuneration .....	4
Check the quality of work/production.....	5
Deducts remuneration for poor quality.....	6
Other specify .....	77

**D. 21** Can you report negative incidents?

Yes = 1	No = 2, if no go to D 23
---------	--------------------------

**D. 22** If yes, to whom?

Employer .....	1
Munshi .....	2
Jamadar.....	3
Relative .....	4
Union .....	5
NGO .....	6
Other specify .....	77

**D. 23** Do women and children face harassment?

Yes = 1	No = 2, if no go to D26
---------	-------------------------

**D 24** If yes, is it: Physical or verbal?



**D 25** Provide details if possible of the nature of harassment specify

\_\_\_\_\_

**D. 26** What are the disadvantages / hazards you face in this work?

Please specify \_\_\_\_\_

\_\_\_\_\_

**D. 27** Do you think this work / brick mould ring should be mechanized?

Yes = 1	No = 2
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**D. 28** If yes, what are the advantages and disadvantages?

Advantages	Disadvantages
Can ease the job .....1	Unemployment.....1
Can increase Production .....2	Poor quality of production .....2
Can improve quality .....3	Other specify .....
Can reduce health problems .....4	.....77
Other specify .....77	

**Facilities at Workplace:**

**D. 29** Are the following facilities available at work place?

Drinking water.....1
Latrine .....2
First aid box.....3
Shelter.....4
Orientation to preventive health practices..5
Other specify.....77

**D. 30** Do you have a union / workers representative body where you can raise job related issue with the owner?

Yes = 1 No = 2, if no go to D31

**D. 31** If yes, please specify -----  
-----  
-----

**D. 32** Have you raised any issue on that forum?

Yes = 1 No = 2,  
if no go to D 33

**D. 33** If yes, what type of issue?

Demand for advance.....	1
Medical allowance.....	2
Leave in case of illness.....	3
Misbehave by the Munshi.....	4
Harassment.....	5
Other .....	77

**D. 34** Who mostly resolves / addresses your problems / issues?

<i>Jamadar/Contractor</i> .....	1
<i>Munshi/manger</i> .....	2
Employer.....	3
Other .....	77

**D. 35** Who monitors the situation of workers and the working conditions in brick kiln sector?

Labour department .....	1
Environmental agency .....	2
NGO .....	3
INGO .....	4
Labour union .....	5
None .....	6
Other specify .....	77

**D. 36** Are you satisfied with this monitoring mechanism?

Yes = 1 N0 = 2

**D. 37** If not, what would you suggest?

Improve working conditions.....	1
Provide education facilities to children.....	2
Informal school for adult.....	3
Vocational training.....	4
Health care facilities.....	5
Other .....	77

**D. 38** Do you have a CNIC?

Yes = 1 No = 1

**D. 39** Are you registered as a voter?

Yes = 1 No = 1

**D. 40** Are you the beneficiary of the following?

Zakat .....	1
Bitualmal .....	2
Others.....	77

**Thank you**

## Tables (Data generated from Questionnaire-Annex 5)

### Home district of the respondent

	Frequency	Percentage
Afghani	2	2.40
Mazaffarabad	2	2.40
Amerzai	1	1.20
Bahawalpur	1	1.20
Chakwal	12	14.50
Charsada	3	3.60
Gujrat	1	1.20
Gujranwala	1	1.20
Islamabad	10	12.00
Kotli Azad kashmir	8	9.60
Mandi Baha ud din	7	8.40
Manshera	1	1.20
Mardan	10	12.00
Mumand Agency	1	1.20
Okara	1	1.20
Peshawar	8	9.60
Rahim Yar Khan	5	6.00
Rawalpindi	1	1.20
Sargodha	7	8.40
Toba Tek Singh	1	1.20
Total	83	100.00

### B1.0: Household monthly income

Income ranges	Frequency	Percentage
(3000 - 4000)	4	4.4
(4000 - 5000)	12	13.2
(5000 - 6000)	10	11.0
(6000 - 7000)	19	20.9
(7000 - 8000)	9	9.9
(8000 - 9000)	8	8.8
Rs.10000 and above	29	31.9
Total	91	100.0

**B2: House ownership**

House ownership	Number	Percentage
Own	2	2.2
Rent	1	1.1
Without rent/Rent free	30	32.6
Provided free by employer	59	64.1
Total	92	100.0

**B3: Type of House**

Type of House	Number	Percentage
Pacca	3	3.3
Katcha	17	18.9
Pacca katcha	70	77.8
Total	90	100.0

**B4: Water supply**

Water supply	Number	Percentage
Piped (outside-Govt-tab)	1	1.1
Hand pump	10	11.0
Well inside	4	4.4
Well out side	64	70.3
Boring	4	4.4
Others	8	8.8
Total	91	100.0

**B4: Provided by**

	Frequency	Percent
Owner of brick kiln	89	96.7
Missing	3	3.3
Total	92	100.0

**B5: Latrine**

	Frequency	Percentage
Inside	14	15.2
Outside	22	23.9
Open field	56	60.9
Total	92	100.0

**B6: Drainage**

	Number	Percentage
Yes	13	14.7
No	75	85.2
Total	88	100.0

**B7: Fuel (For cooking & heating)**

	Number	Percentage
LPG	1	1.1
Wood	91	98.9
Total	92	100.0

**B8: Household monthly expenditure**

Item	Monthly Expenditure	Percentage
Food	5533	48.9
Health	1032.5	9.1
Education	1378.5	12.2
Transportation	538.5	4.8
Social Function	1030.3	9.1
Clothing	697.3	6.2
Utility Bills	1106.2	9.8
Total	11316.3	100.0

**B9: Household Assets**

Assets	Percentage
Fan	77.2
Bicycle	12.1
Motorcycle	1.1
Riksha	0.0
Poultry	4.7
Livestock	3.5
Sewing machine	2.6
Cart	0.4
Horse/donkey	1.2
Cell phone	44.3

**C1.0: Do you access to health facility**

	Number	Percentage
Yes	79	85.9
No	13	14.1
Total	92	100.0

**C2: Type of Health facility**

	Number	Percentage
Private	90	97.8
Missing	2	2.2
Total	92	100.0

**C3.0: Do you have any specific health issues?**

	Number	Percentage
Yes	85	92.4
No	7	7.6
Total	92	100.0

**C4: Type of health problems Vs gender**

Type of Health problem	Gender		Total
	Male	Female	
Backache	57.3	54.3	56.1
Fever, cold	41.2	27.7	35.7
Eye infection	20.6	16.8	19.1
Watery eyes	1.5	1.1	1.3
Cough	24.0	20.7	22.6
Asthma	7.6	6.5	7.2
Skin problem	10.7	9.8	10.3
Breathing problem	6.5	7.6	7.0
Anemia	6.9	7.6	7.2
Pain in legs	39.7	36.4	38.3
Pain in some limb	12.6	10.3	11.7
Pain in joint	33.2	39.1	35.7
Pain in chest	20.6	16.8	19.1
Stomach/belly pain	8.0	8.2	8.1
Dizziness/nausea	2.3	2.7	2.5
Skin cracking/disco	.4	2.2	1.1
Muscular pain	7.6	6.5	7.2
Exhaustion	11.1	13.0	11.9
High blood pressure	20.2	26.1	22.6
Low blood pressure	1.5	2.2	1.8
Others	8.4	13.6	10.5
Total	100.0	100.0	100.0

**C5: Children and woman have some specific health problem**

	Frequency	Percentage
Yes	51	55.4
No	36	39.1
Total	87	94.6
Missing	5	5.4
Total	92	100.0

**C6: Type of health problems in children and woman**

Type	Male	Female	Total
Backache	38.7	40.6	39.5
Fever, cold	34.7	26.6	31.2
Eye infection	11.6	5.5	9.0
Ear infection	4.0	3.1	3.7
Watery eyes	5.2	4.7	5.0
Cough	16.2	14.8	15.6
Asthma	5.8	5.5	5.6
Skin problem	16.2	15.6	15.9
Breathing problem	12.7	13.3	13.0
Stiff neck	1.2	2.3	1.7
Anemia	16.2	18.0	16.9
Pain in legs	24.3	27.3	25.6
Pain in some limb	12.1	7.0	10.0
Pain in joint	27.7	30.5	28.9
Swelling in some bod	10.4	10.2	10.3
Pain in chest	17.9	20.3	18.9
Stomach/belly pain	6.9	8.6	7.6
Muscular pain	8.1	4.7	6.6
Exhaustion	2.9	4.7	3.7
High blood pressure	11.0	13.3	12.0
Others	10.4	14.8	12.3
Total	100.0	100.0	100.0

**C7: Education facility**

	Frequency	Percentage
Yes	53	58.2
No	38	41.8
Total	91	100.0

**C8: If yes then type**

	Frequency	Percentage
Public	22	40.8
Private school	31	57.4
Madrasah	1	1.9
Total	54	100.0



**C8: Distance from home to education facility (in km)**

	Frequency	Percentage
.5	1	1.9
1.0	49	90.7
2.0	1	1.9
3.0	3	5.6
Total	54	100.0

**C9: Are opportunities available for adult literacy?**

	Frequency	Percentage
Yes	7	7.6
No	84	92.3
Total	91	100.0

**C10: Are there separate school/facilities for girls**

	Frequency	Percentage
Yes	26	28.6
No	65	71.4
Total	91	100.0

**D1: Who introduce you to this work?**

	Frequency	Percentage
Parent/family	58	63.0
Jamadar/Contractor	6	6.5
Myself	19	20.7
Other specify	9	9.7
Total	92	100.0

**D1: Specification for other**

	Frequency	Percent
Friend	5	55.6
Munshi	1	11.1
Relative	1	11.1
Uncle	2	22.2
Total	9	100.0

**D2: If seasonally than how many - months**

	Frequency	Percentage
5	1	5.6
8	4	22.2
9	6	33.3
10	5	27.8
12	2	11.1
Total	18	100.0

**D3: Reasons for doing this work**

	Responses	N	Percent	Percent of Cases
Inflation/poverty		63	29.9%	69.2%
No other work available		32	15.2%	35.2%
To be independent		29	13.7%	31.9%
Support family		58	27.5%	63.7%
My family received advance from the owne		28	13.3%	30.8%
Others		1	.5%	1.1%
Total		211	100.0%	231.9%

**D4: If you got opportunity, would you leave this job?**

	Number	Percentage
Yes	86	93.5
No	6	6.5
Total	92	100.0

**D5: Advance payment system**

		Advance payment system				Total
		It made me bound to	Have to work for lon	Have to work on less	Others	
Work category	Moulder/Sanchi wala	45.0	11.2	2.2	4.4	49.4
	Baker/Fireman	17.9	2.2	1.1	3.3	21.3
	Kharkar/Carriage	29.2	6.7	.0	.0	29.2
Total		92.1	20.2	3.3	7.9	100.0

**D6: Terms and conditions included in contract**

		Terms and condition with owner							Total
		No contract at all	Only verbal memorandum	Amount of minimum remuneration	Duration of working	Leave with pay	Leave without pay	Others	
Work category	Moulder/Sanchi wala	20.0	21.1	10.0	1.1	2.2	10.0	.0	50.0
	Baker/Fireman	2.2	17.8	3.3	.0	6.7	10.0	.0	22.2
	Kharkar/Carriage	1.1	17.8	7.8	1.1	2.2	8.9	1.1	27.8
Total		23.3	56.7	21.1	2.2	11.1	28.9	1.1	100.0

**D7: Working hours and wages per hour**

Count

	Work category		
	Moulder/Sanchi wala	Baker/Fireman	Kharkar/Carriage
Day time working Hours	9.0	6.1	10.0
Night time working hours	2.4	6.0	3.5
Total working hours in 24 hours	11.4	12.1	13.5
Wage per working hours	23	24	31

**D8: Do you work seasonally or round a year \* Work category Crosstabulation**

Count

		Work category			Total
		Moulder/Sanchi wala	Baker/Fireman	Kharkar/Carriage	
Do you work seasonally or round a year	Seasonally	3.3	11.1	.0	14.4
	Round the year	45.5	11.1	28.9	85.6
Total		48.9	22.2	28.9	100.0

**D9: If seasonally than how many - Days**

		Frequency	Percent
Missing	System	681	100.0

**D10: Migration during off-season**

Count

		Work category			Total
		Moulder/Sanchi wala	Baker/Fireman	Kharkar/Carriage	
Migration during off season	Yes	8.9	10.2	8.9	27.9
	No	51.4	5.9	14.8	72.1
Total		60.2	16.1	23.5	100.0

**D11: Economic activities in home town**

	Frequency	Percentage
Yes	12	29.3
No	29	70.7
Total	41	100.0

**D12: Types of economic activity**

	Frequency	Percent
Labour agricultural	1	8.3
Unskilled labour in construction	5	41.7
In brick kiln	6	50.0
Total	12	100.0

**D13: Do you have any property in hometown?**

	Percentage
Yes	62.7
No	37.3
Total	100.0

**D14: If yes type of property**

	Percentage
House	82.8
Agricultural land	13.8
Non-agricultural land	3.4
Total	100.0

**D15: Reasons of family migration from your hometown**

	Responses Percent
Due to insecurity in the absence of male	8.0%
Due to poverty	67.0%
To employee female and children also in	17.9%
Others	7.1%
Total	100.0%

**D16: Do they face any problem/issues here?**

	Frequency	Percentage
Yes	50	64.9
No	27	35.1
Total	77	100.0

**D17: If yes then Type**

	Responses		Percent of Cases
	N	Percent	
Lost contacts with relatives	21	23.1%	39.6%
Children lost future due to involvement	30	33.0%	56.6%
Poor living condition	37	40.7%	69.8%
Woman/children face harassments/abuse	2	2.2%	3.8%
Others	1	1.1%	1.9%
Total	91	100.0%	171.7%

**D18: Wage system in the brick kiln Sector**

	Work category			Total
	Moulder/Sanchi wala	Baker/Fireman	Kharkar/Carriage	
Daily basis	1.1	1.1	.0	2.2
Lump sum	1.1	14.3	2.2	17.6
Piece base	47.3	6.6	26.4	80.2
Total	49.5	22.0	28.6	100.0

**D19: Increase in remuneration**

Count

	Work category			Total
	Moulder/Sanchi wala	Baker/Fireman	Kharkar/Carriage	
Once	1.1	16.5	13.2	30.8
More than once	11.0	2.2	7.7	20.9
None	37.4	3.3	7.7	48.4
Total	49.5	22.0	28.6	100.0

**D20: Role of Munshi/manager**

	Role of Munshi/Manager					Total
	Hiring for employer	Oversee the labourers	Pay advance on behalf	Determine remuneration	Check the quality of	
Moulder/Sanchi wala	13.2	45.1	34.1	3.3	44.0	49.5
Baker/Fireman	18.7	22.0	20.9	6.6	14.3	22.0
Kharkar/Carriage	22.0	28.6	22.0	15.4	8.8	28.6
	53.8	95.6	76.9	25.3	67.0	100.0

**D21: Can you report negative incidents**

Count

		Work category			Total
		Moulder/Sanchi wala	Baker/Fireman	Kharkar/Carriage	
Can you report negative incidents	Yes	31.1	18.9	20.0	70.0
	No	18.9	2.2	8.9	30.0
Total		50.0	21.1	28.9	100.0

**D22: If yes to whom?**

		Frequency	Percentage
	Employer	14	22.2
	Munshi	33	52.3
	Jamadar	13	20.7
	Others	3	4.8
Total		63	100.0

**D23: Woman and children face harassment**

Count

		Gender		Total
		Male	Female	
Woman and children face harassment	Yes	7.2	8.4	15.7
	No	69.9	14.5	84.3
Total		77.1	22.9	100.0

**D24: If yes which one**

	Frequency	Percent
Verbal	9	9.8
Missing	83	90.2
Total	92	100.0

**D25: Details of the nature of harassment specify**

Count

		Gender		Total
		Male	Female	
Details of the nature of harassment specify	about advance payment	7.7	.0	7.7
	Abuse	7.7	15.4	23.1
	Abuse to women and punish men	.0	7.7	7.7
	Abuse is a common practice over here	.0	7.7	7.7
	Both verbal and physical	7.7	.0	7.7
	Empty home, and verbal abusing	7.7	.0	7.7
	Munshi abused children and sometimes beat them	7.7	.0	7.7
	Munshi uses abusive language not only to adult	.0	7.7	7.7
	Mushi abuse children	7.7	7.7	15.4
	we are habitual due to daily routine	.0	7.7	7.7
Total		46.2	53.8	100.0

**D26: What are the disadvantages/hazards you face in this work?**

Disadvantage/hazards	Number	Percentage
<b>A. Health hazards / disadvantages</b>		
Health Problems (general)	17	18.4
Eye problem due to work on sunlight	9	9.8
Dust, Mud is the problem	4	4.3
Pain in body due to work	5	5.4
Risk of farmer life	4	4.3
Feel weak/unwell due to hard work	8	8.7
I had to sell my kidney for loan payment	1	1.1
<b>Subtotal of A</b>	<b>48</b>	<b>52%</b>
<b>B. Remuneration and Work</b>		
Low wages	11	12.0
Payment not given in time	3	3.3
Working hours are long	8	8.7
<b>Subtotal of B</b>	<b>22</b>	<b>24%</b>
<b>C. Working Conditions and Facilities</b>		
Poor working conditions	7	7.6
No shelter at work place	2	2.2
Poor quality drinking water,	2	2.2
No education facility	7	7.6
Death of animals	4	4.3
<b>Subtotal of C</b>	<b>22</b>	<b>24%</b>
<b>Total (A+B+C)</b>	<b>92</b>	<b>100.0</b>

**D27: Brick mould should be mechanized**

	Frequency	Percentage
Yes	35	40.7
No	51	59.3
Total	86	100.0

**D28: Advantages**

	Responses		Percent of Cases
	N	Percent	
Can ease the job	35	39.8%	55.6%
Can increase production	41	46.6%	65.1%
Can improve quality	1	1.1%	1.6%
Can reduce health problem	3	3.4%	4.8%
Others	8	9.1%	12.7%
Total	88	100.0%	139.7%

**D28: Disadvantages**

	Responses		Percent of Cases
	N	Percent	
Unemployment	53	64.6%	75.7%
Poor quality of production	26	31.7%	37.1%
Others	3	3.7%	4.3%
Total	82	100.0%	117.1%

**D29: Facilities at work place**

		Responses	
		N	Percent
	Drinking water	99	88.4%
	Latrine	2	1.8%
	First Aid box	1	.9%
	Others	10	8.9%
Total		112	100.0%

**D30: Union/ work representative body**

	Frequency	Percentage
Yes	7	7.8
No	83	92.2
Total	90	100.0

**D31: If yes, specify**

	Frequency	Percentage
Corrupt people in union don't address worker issue	1	14.2
We ask middle man he solve our problem	6	85.8
Total	7	100.0

**D32: Raise any issue on that forum**

	Frequency	Percent
Yes	4	57.1
No	3	42.9
Total	7	50.0



**D33: Type of issue rose from Union**

	Responses		Percent of Cases
	N	Percent	
Demand for advance	4	57.1%	100.0%
Leave in case of illness	1	14.3%	25.0%
Misbehave by the munshi	2	28.6%	50.0%
Total	7	100.0%	175.0%

**D34: Who mostly resolve your problems/issues?**

	Percentage
Jamadar/contractor	31.1
Munshi/manager	62.2
Employer	6.7
Total	100.0

**D35: Who monitor working condition in brick kiln**

	Frequency	Percentage
Environmental Agency	2	2.2
NGO	6	6.7
None	72	80.0
Others	10	11.1
Total	90	100.0

**D36: Are you satisfied with monitoring mechanism?**

	Frequency	Percentage
Yes	30	33.3
No	60	66.7
Total	90	100.0

**D37: Your suggestion for Improvement**

	Responses		Percent of Cases
	N	Percent	
Improve working condition	53	37.6%	86.9%
Provide education facilities to children	32	22.7%	52.5%
Informal school for adult	5	3.5%	8.2%
Vocational training	1	.7%	1.6%
Health care facilities	37	26.2%	60.7%
Others	13	9.2%	21.3%
Total	141	100.0%	231.1%

**D38: Gender \* Do you have CNIC**

Count

		Do you have CNIC		Total
		Yes	No	
Gender	Male	52.7	27.5	80.2
	Female	4.4	15.4	19.8
Total		57.1	42.9	100.0

**D39: Are you registered as voter?**

Count

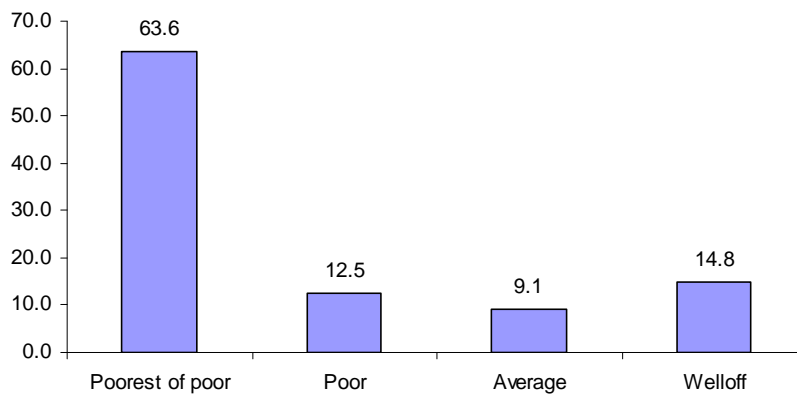
		Gender		Total
		Male	Female	
Are you registered as voter	Yes	31.9	.0	31.9
	No	48.4	19.8	68.1
Total		80.2	19.8	100.0

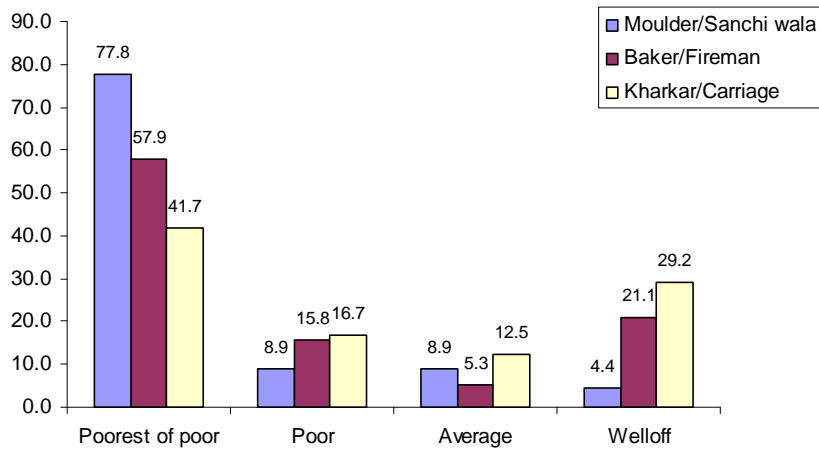
**D40: Are the beneficiaries of the following?**

Count

		Gender		Total
		Male	Female	
Are the beneficiary of the following	Zakat	1.1	.0	1.1
	None	73.6	19.8	93.4
Total		74.7	19.8	94.5

Poverty Ranking





Average family Size = 6.5

Poverty line = Rs.1100/-

### Poverty ranking

- 1- poorest of poor = Less than Rs.800 Per capita income
- 2- Poor = Per capita Rs. 800 to Rs. 1100
- 3- Average = Per capita income Rs.1100 to Rs.1400
- 4- Well off = Rs. 1400 to Rs.1700
- 5- Rich =Rs.1700 and above

Monthly average Expenditure of Household

