

سوال نمبر: 1911

محترمہ اشبر جان جدون، رکن صوبائی اسمبلی
کیا وزیر لیبر ازراہ کرم ارشاد فرمائیں گے کہ

نمبر شمار	سوال	جواب
الف	<p>چائلڈ لیبر کے خاتمے کیلئے صوبائی ایکشن پلان پر تا حال کس حد تک عمل درآمد کی گئی نیز صوبے میں چائلڈ لیبر کی مکمل سروے کی آخری رپورٹ کب جاری ہوئی اور اس میں درج اہم نکات کیا تھے مکمل تفصیل فراہم کی جائے۔</p>	<p>صوبہ خیبر پختونخوا میں چائلڈ لیبر کے خاتمے کے حوالہ سے نہایت سنجیدہ اور ٹھوس اقدامات اٹھائے گئے ہیں۔ صوبائی حکومت نے صوبے کی تاریخ میں پہلی مرتبہ ایک جامع 2022-23 Child Labour Survey سالانہ ترقیاتی پروگرام (ADP) کے تحت یونیسیف کی شراکت سے شروع کیا، جو 30 جون 2024 کو کامیابی سے مکمل ہوا۔ جس کے ذریعے چائلڈ لیبر کے خاتمے کیلئے ہدفی منصوبہ بندی ممکن ہوئی۔ اور اس کی تفصیلی رپورٹ تمام متعلقہ محکموں کے ساتھ شیئر کر دی گئی ہے۔</p> <p>➤ چائلڈ لیبر سروے کے اہم نتائج (کاپی لف ہے)</p> <ul style="list-style-type: none"> • صوبے میں 5-17 سال عمر کے بچوں میں چائلڈ لیبر کی شرح 9% ہے۔ • ڈویژنل سطح پر بہنوں ڈویژن 11.4% کے ساتھ سب سے زیادہ جبکہ ڈیڑھ اسماعیل خان 3.7% کے ساتھ سب سے کم شرح رکھتا ہے۔ • لڑکوں میں چائلڈ لیبر کی شرح 11.7% اور لڑکیوں میں 5.9% ریکارڈ کی گئی۔ • چائلڈ لیبر زیادہ تر شعبہ جات جیسے زراعت/فارمسٹری/مچھلی گیری (51.6%)، پانی لانے (19.1%)، ہول سیل ورکشاپ (9.7%) اور مینوفیکچرنگ (7.7%) میں پائی گئی۔ • 73.8% بچوں کی مزدوری "Hazardous Child Labour" میں شمار ہوئی۔ • سب سے زیادہ متاثرہ گھرانے غربت، قدرتی آفات، معاشی جھٹکوں اور ہسنگائی سے متاثر پائے گئے <p>سروے کے بعد صوبائی حکومت نے ٹھوس شواہد کی بنیاد پر - Provincial Child Labour Action Plan 2025 (CLAP) (2025-2029) کیلئے تشکیل دیا گیا ہے اور تمام متعلقہ محکموں کو اس کی کاپیاں شیئر کر دی گئی ہیں۔</p>

یہ ایکشن پلان جلد صوبائی سطح کے سب سے بڑے فیصلہ ساز فورم KP Coordination Committee on Child Labour کے سامنے پیش کیا جائے گا، جو اس کے مؤثر نفاذ کو یقینی بنائے کیلئے عملی اقدامات کا جائزہ لے گا۔
Provincial Child Labour Action Plan 2025 کے اہم نکات / ستون درجہ ذیل ہیں۔

1. پالیسی، قانون سازی اور ادارہ جاتی مضبوطی

2. بچوں کو مزدوری سے نکال کر تعلیم میں لانا

3. انسپکشن، کیس مینجمنٹ اور ری ہیبیلیٹیشن

4. آگاہی مہمات

5. فنڈنگ اور انسانی وسائل کی دستیابی

مجموعی طور پر عملدرآمد کی موجودہ صورتحال

- چائلڈ لیبر سروے پہلی بار مکمل ہو کر شائع ہو چکا ہے۔
- سروے کی بنیاد پر 2018 Child Labour Policy کی اپڈیشن پر کام ہو رہا ہے۔
- 2025 CLAP کو حکومت نے 18 نومبر 2025 کو نوٹیفائی کر دیا ہے۔
- تمام متعلقہ محکموں کو ایکشن پلان شیئر کر دیا گیا ہے۔
- KPCCCL کے سامنے پلان پیش کرنے کی تیاری کی جارہی ہے تاکہ بین الحکمراتی نفاذ تیز کیا جاسکے۔
- متعدد محکموں (تعلیم، سوشل ویلفیئر، ہوم، صنعت، ہیلتھ، P&D) نے اپنی ورک پلاننگ میں چائلڈ لیبر کے اہداف شامل کر رہے ہیں۔



LABOUR DEPARTMENT
Government of
Khyber Pakhtunkhwa



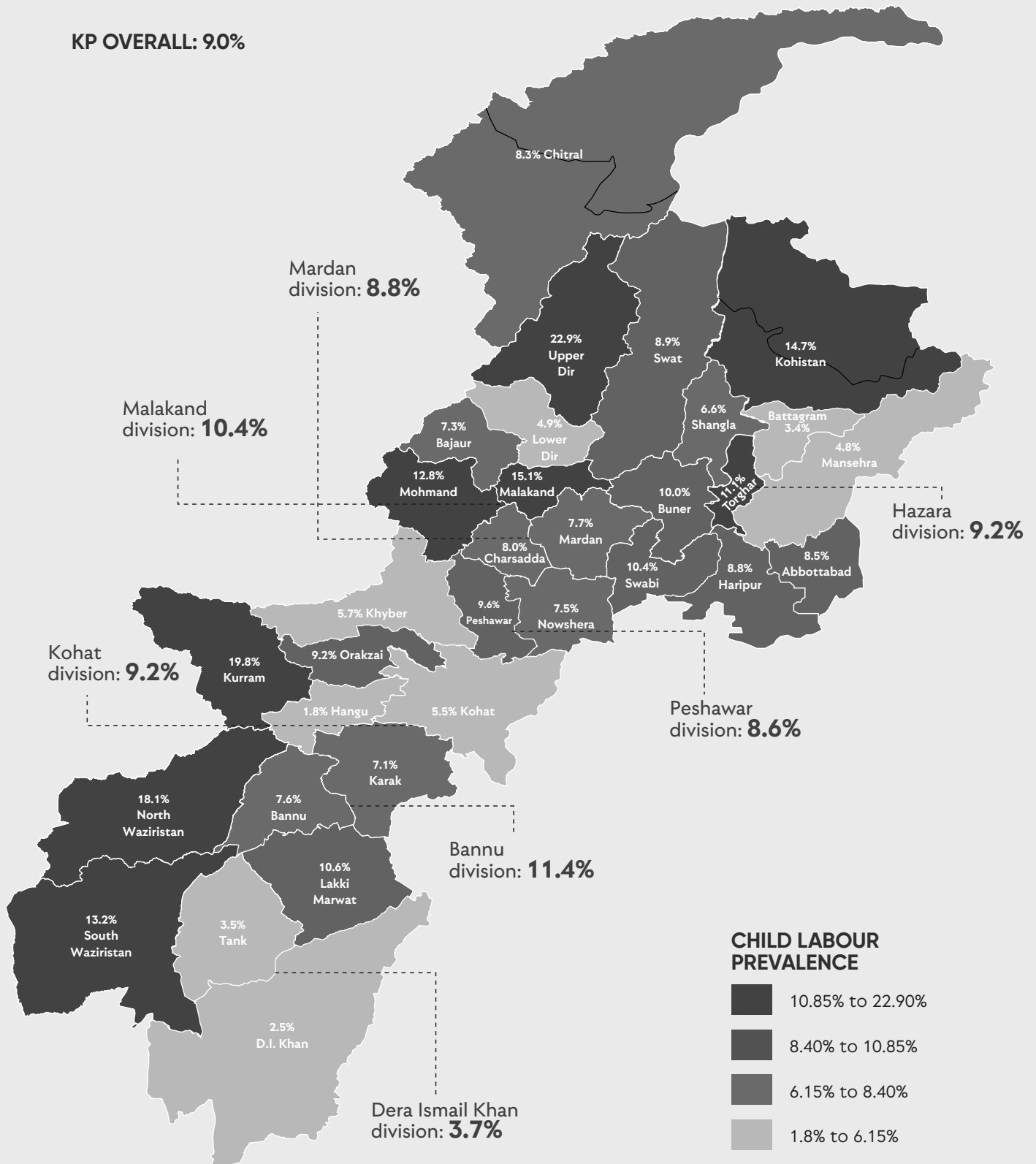
**UK International
Development**
Partnership | Progress | Prosperity

unicef 
for every child

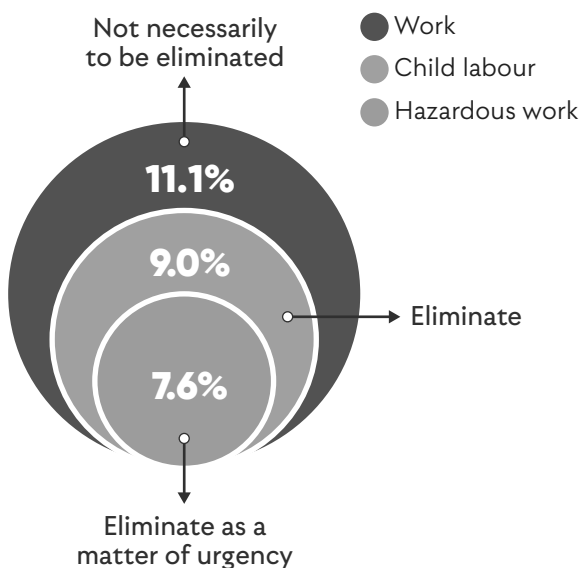
KHYBER PAKHTUNKHWA CHILD LABOUR SURVEY 2022



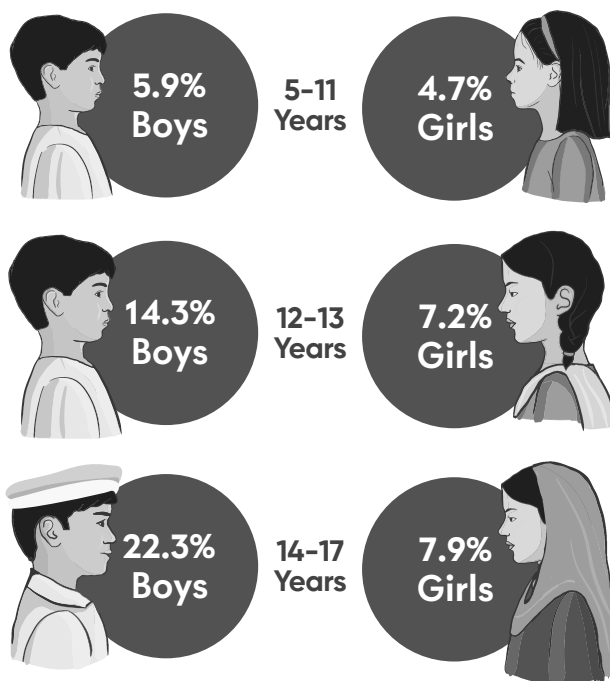
CHILD LABOUR PREVALENCE (5-17 YEARS)



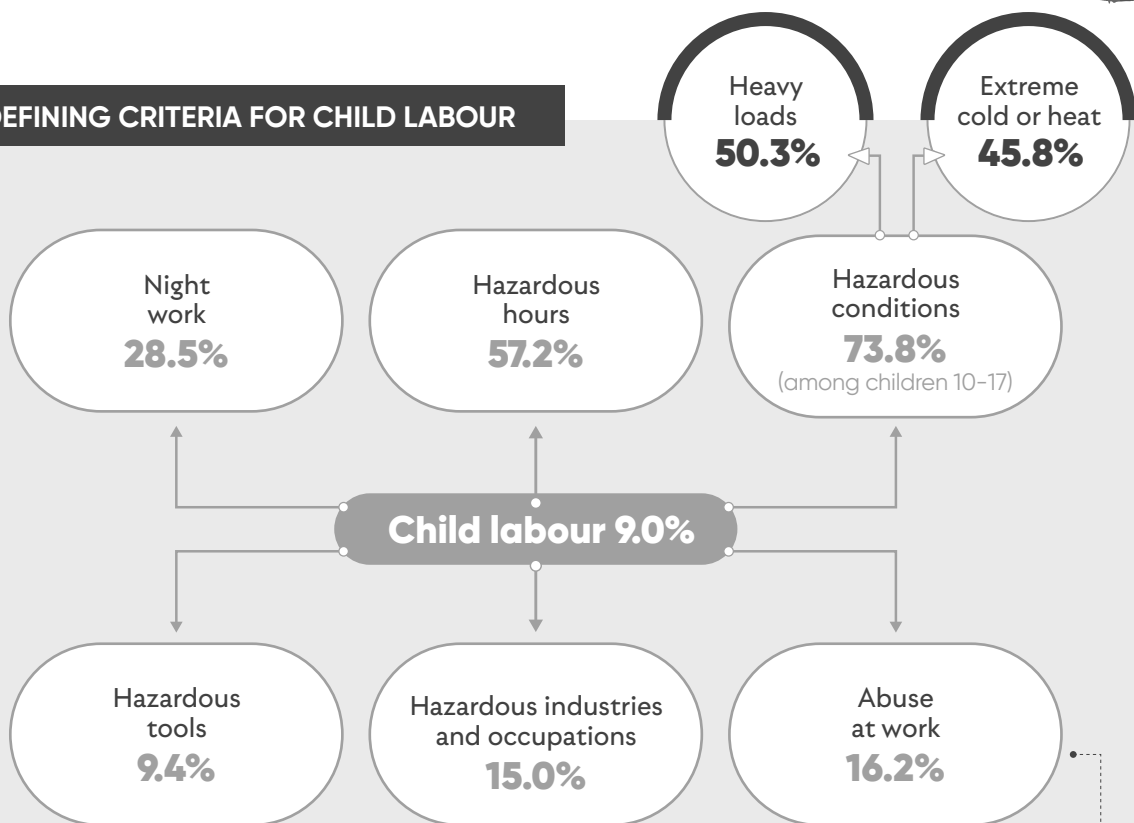
OVERALL PREVALENCE



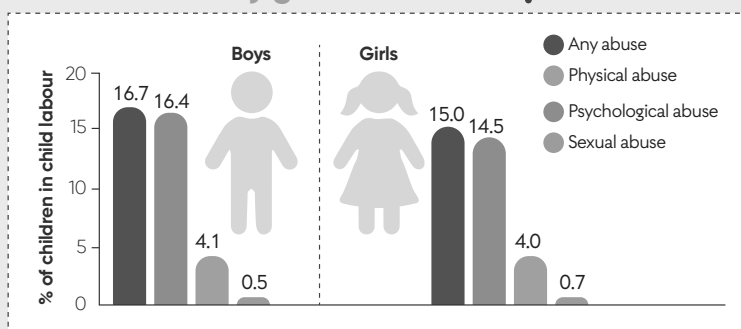
CHILDREN IN CHILD LABOUR



DEFINING CRITERIA FOR CHILD LABOUR



Abuse at work by gender



CHARACTERISTICS AND CIRCUMSTANCES OF CHILD LABOUR



Households with at least one child aged **5-17** in child labour



Overall
19.2%



Rural
20.1%



Urban
13.6%

WORK SITUATION

Unpaid family worker

Total **71.2%**

Boys **62.4%** | Girls **90.8%**



Labourer (non-agriculture)

Total **10.3%**

Boys **14.0%** | Girls **2.0%**



Self-employed (non-agriculture)

Total **6.3%**

Boys **7.8%** | Girls **3.1%**



Apprenticeship:

Total **4.5%**

Boys **6.1%** | Girls **1.1%**



OCCUPATIONS

Elementary occupations¹

Total **61.6%**

Boys **57.2%** | Girls **71.6%**



Skilled agricultural, forestry and fishery workers

Total **16.5%**

Boys **15.9%** | Girls **17.9%**



Craft and related trades workers

Total **11.7%**

Boys **13.6%** | Girls **7.6%**



Service and sales workers

Total **7.8%**

Boys **10.3%** | Girls **2.2%**



INDUSTRIES

Agriculture

Total **24.4%**
Boys **25.1%** | Girls **22.9%**

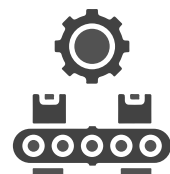


Water collection

Total **19.1%**
Boys **9.7%** | Girls **40.1%**

Forestry

Total **27.2%**
Boys **28.9%** | Girls **23.4%**



Manufacturing

Total **7.7%**
Boys **8.0%** | Girls **7.2%**

Wholesale and retail trade

Total **9.7%**
Boys **13.1%** | Girls **2.0%**



Accommodation and food service activities

Total **2.1%**
Boys **2.9%** | Girls **0.2%**

Construction

Total **4.6%**
Boys **6.4%** | Girls **0.5%**

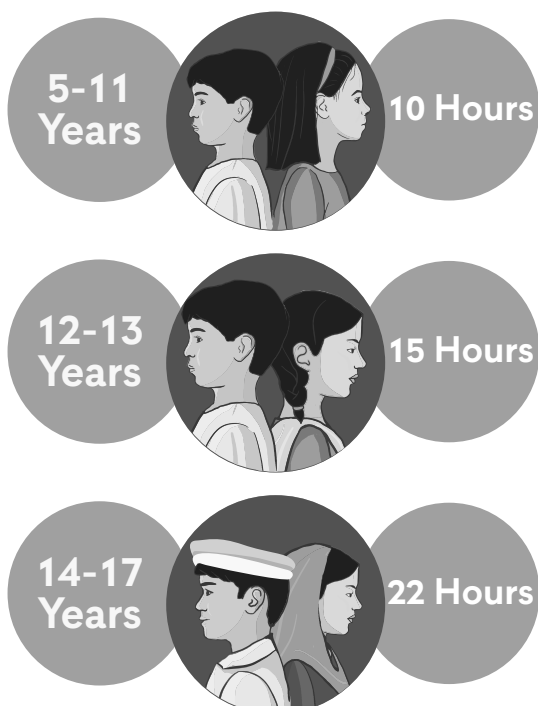


Transportation and storage

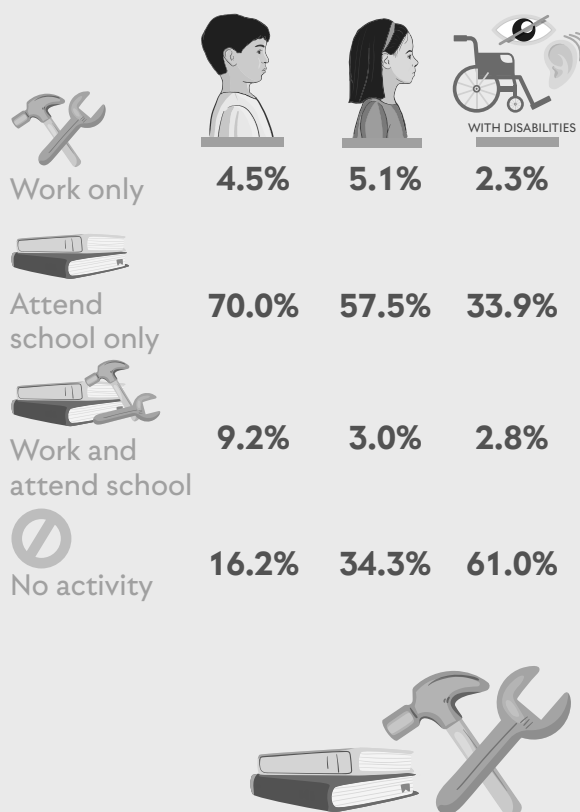
Total **1.9%**
Boys **2.7%** | Girls **0.3%**

MEDIAN HOURS WORKED BY AGE GROUP

Children aged **5-17** in child labour work a median of **14** hours per week.



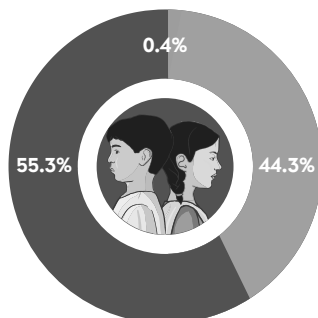
ACTIVITIES OF CHILDREN AGED 5-17



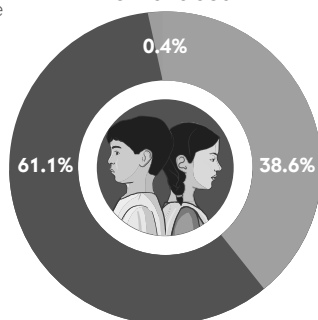
% OF CHILDREN WITH BIRTH CERTIFICATE

Children in child labour are less likely to have a birth certificate

Not in child labour



In child labour



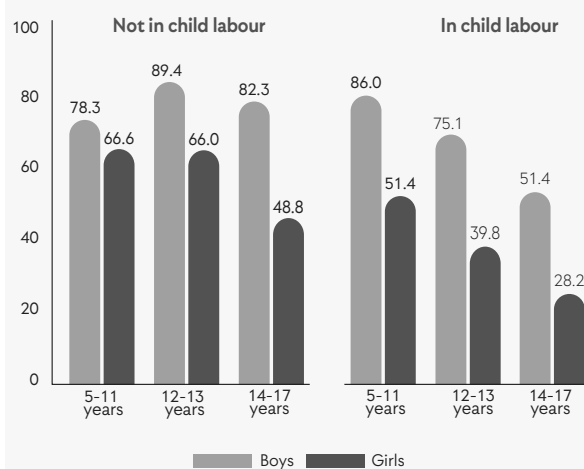
Has no birth certificate
 Don't know
 Has birth certificate

CONSEQUENCES

EDUCATION

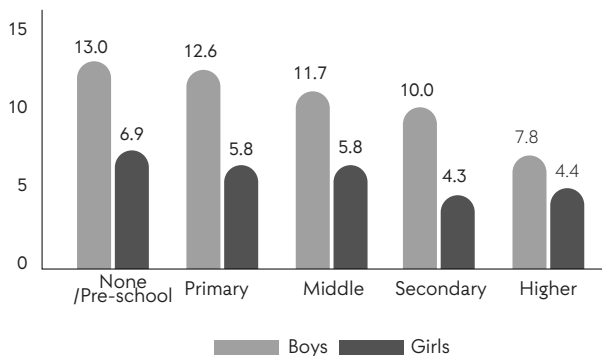
Girls and boys in **child labour** are **less likely to attend school**, except for boys aged 5-11 who are more likely to attend school if in child labour.

% of children attending school



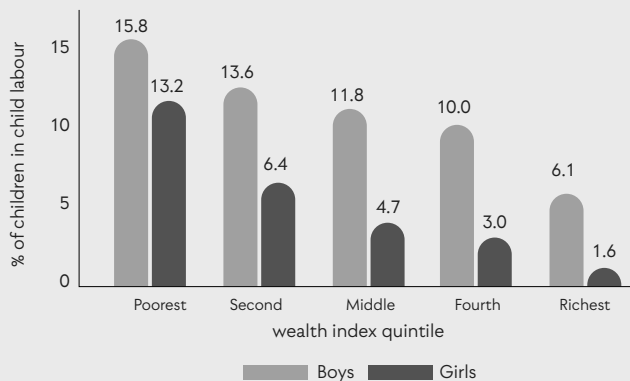
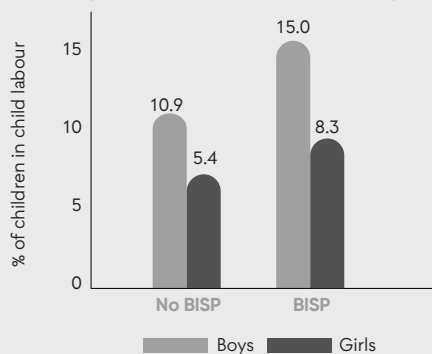
% OF CHILDREN IN CHILD LABOUR

Children with less educated heads of household are more likely to be in child labour



The most common issue reported by **children in child labour** is suffering from **extreme fatigue (33.7%** of children 5-17 years in child labour)

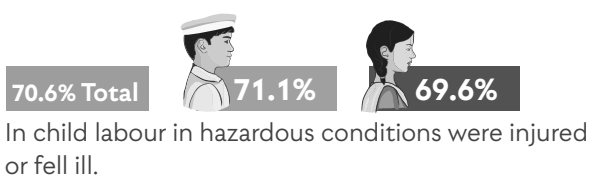
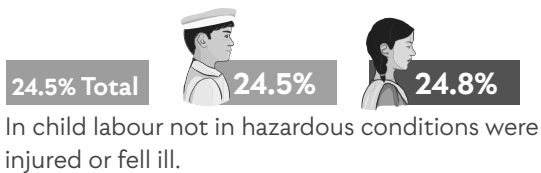
Children in poorer households are more likely to be in child labour



INJURIES AND HAZARDOUS CONDITIONS

Children aged **10-17** working in **hazardous conditions** are **injured or fall ill** almost **3 times more often**.

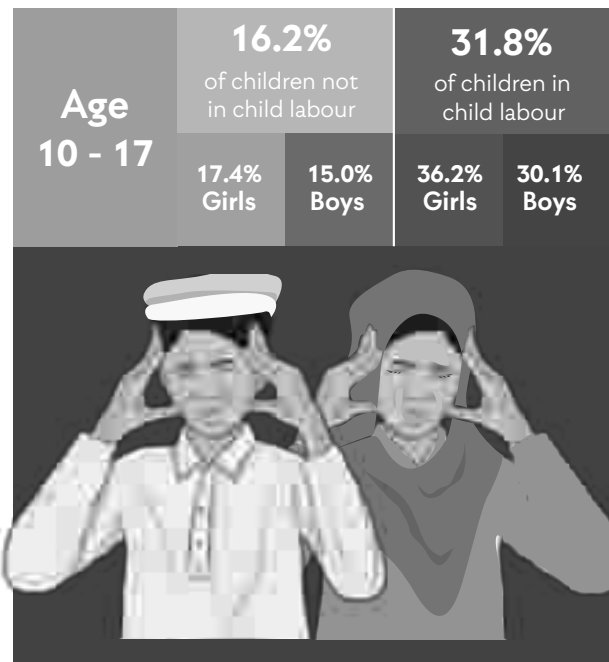
Age 10-17



PHYSICAL AND MENTAL HEALTH

Children working in **hazardous conditions** are more likely to report a **mental health problem**.

How many report a mental health problem?





KHYBER
PAKHTUNKHWA

Child
Labour
Survey



Center for Evaluation
and Development





Zero Tolerance to Corruption

GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

Dated Peshawar, 18.11.2025

7

NOTIFICATION:

No. SOL(LD)/8-3/2025/Vol-V

11509-24

The Government of Khyber Pakhtunkhwa Labour Department is pleased to notify the "Provincial Action Plan on Child Labour 2025 Khyber Pakhtunkhwa" duly approved by the Provincial Cabinet in its meeting held on 14.11.2025 (Provincial Action Plan on Child Labour 2025 Khyber Pakhtunkhwa is attached).

Secretary to Govt. of Khyber Pakhtunkhwa
Labour Department

Copy forwarded to the:-

- 1- Secretary, MOP&HRD, Islamabad.
- 2- Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- 3- PSO to Chief Secretary, Khyber Pakhtunkhwa.
- 4- PS to Additional Chief Secretary, P&D Department, Khyber Pakhtunkhwa.
- 5- PS to Additional Chief Secretary, H&TA Department, Khyber Pakhtunkhwa.
- 6- Secretary, E&SED, Khyber Pakhtunkhwa.
- 7- Secretary, Finance Department, Khyber Pakhtunkhwa.
- 8- Secretary, Industries, Commerce and Technical Education Department, Khyber Pakhtunkhwa.
- 9- Secretary, Social Welfare, Zakat, Usher and Women Empowerment Department, Khyber Pakhtunkhwa.
- 10- Secretary, Provincial Assembly, Khyber Pakhtunkhwa.
- 11- Manager Printing Press, Peshawar, for publication in the official gazette for information of general public.
- 12- Country Director, ILO, Islamabad.
- 13- Representative, UNICEF, Islamabad, Pakistan.
- 14- KP CCCL Members.
- 15- Director, Labour, Khyber Pakhtunkhwa.
- 16- Section Officer (Cabinet), Administration Department, Khyber Pakhtunkhwa.
- 17- P.S. to Secretary Labour, Khyber Pakhtunkhwa.

SECTION OFFICER LABOUR

18/11/2025

“Making Khyber Pakhtunkhwa free from child labour with improved learning outcomes for every child and enhanced opportunities to decent work for youth at legal age”

Provincial Action Plan on Child Labour, 2025

Department of Labour
Government of Khyber Pakhtunkhwa

Developed with technical support from the ILO

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

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Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

Acronyms

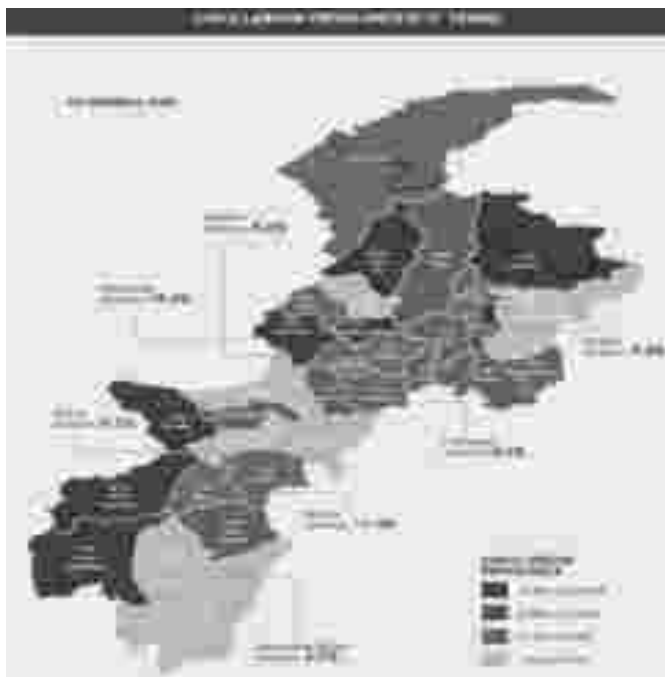
C&BLU	Child & Bonded Labour Unit
CLAP	Child Labour Action Plan
CLMIS	Child Labour Management Information System
CLS	Child Labour Survey
CPWC	Child Protection & Welfare Commission
DoL	Department of Labour
E&SE	Elementary & Secondary Education
E&SED	Elementary & Secondary Education Department
ESEF	Elementary & Secondary Education Foundation
FD	Finance Department
GoKP	Government of Khyber Pakhtunkhwa
HED	Higher Education Department
I&PR	Information & Public Relations
IEC	Information, Education & Communication
ILO	International Labour Organization
IT	Information Technology
KP	Khyber Pakhtunkhwa
MIS	Management Information System
MoU	Memorandum of Understanding
MTBF	Medium Term Budgetary Framework
NADRA	National Database & Registration Authority
OBB	Output Based Budgeting
OOSC	Out Of School Children
OSH	Occupational Safety & Health
P&D	Planning & Development
PA	Provincial Assembly
PTCs	Parent Teacher Councils
SoPs	Standing Operating Procedures
TEVTA	Technical Education & Vocational Training Authority
ToT	Training of Trainers
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children's Fund

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

Introduction

Child labour remains a key challenge undermining the fundamental rights, development, and dignity of children across the province. The Government of Khyber Pakhtunkhwa cognizant of its multifaceted nature and long term consequences is fully committed to eradicate child labour through a comprehensive, rights-based, and evidence-driven action plan¹. This Provincial Action Plan recognizing fundamental principles and rights at work is guided by the United Nations Convention on the Rights of the Child (UNCRC) 1989, International Labour Organization (ILO) Conventions Nos. 138 and 182, the Sustainable Development Goals, particularly Target 8.7, and Pakistan's commitments under the GSP+ framework. Furthermore, the Action Plan provides a roadmap to realize the constitutional obligations of the Provincial Government under Article 11(3) (prohibition of hazardous child labour), Article 25-A (free and compulsory education), and Article 37(e) (humane working conditions), as well as relevant provincial laws, including the Khyber Pakhtunkhwa Prohibition of Employment of Children Act, 2015, and the Free Compulsory Primary and Secondary Education Act, 2017.

The Government of Khyber Pakhtunkhwa released its latest Child Labour Survey, 2022-23 with technical support from UNICEF and ILO in January 2024. The Survey provides comprehensive statistics on the issue of child labour, not only in terms of its prevalence but also its causes, characteristics, and the circumstances of children involved in labour. The Provincial Action Plan on Child Labour builds on the findings of this Survey for targeted interventions to address the root causes of child labour, promote inclusive education, and safeguard children's rights.



- The prevalence of child labour is 9% in KP among children aged 5-17 years
- At the divisional level, Bannu has the highest prevalence of child labour at 11.4%, while Dera Ismail Khan has the lowest at 3.7%
- At the district level, Upper Dir records the highest prevalence at 22.9%, whereas Hangu reports the lowest at just 1.8%
- More boys are engaged in labour (11.7%) compared to girls (5.9%) in the province

¹ The KP CLAP, 2025 is a medium term action plan covering financial years 2025-26 to 2028-29 in alignment with the tenure of the present Government.

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

- The primary industries for child labour include agriculture, forestry, and fishing (51.6%), water collection (19.1%), wholesale and retail trade (9.7%), and manufacturing (7.7%)
- 73.8% of children aged 10-17 engaged in hazardous child labour
- 31.8% of child labourers come from households classified as being in the poorest wealth bracket
- 26.8% OOSC in child labour reported non affordability of schooling as a prime reason
- Prevalence of child labour is higher in households affected by natural or economic shocks, with significantly elevated rates among those impacted by pest attacks (17.2%), natural disasters (18.8%), price inflation (11.4%), business closures (12.3%), and falling agricultural prices (10.3%)

The KP CLAP, 2025 aims to leverage concerted, coordinated and joint efforts from public and private sector institutions through an optimized approach under the prevalent legislative, regulatory and institutional frameworks of GoKP.

It anchors the provincial response as a shared responsibility within the broader planning, budgeting, and service delivery systems of the Government, ensuring that the elimination of child labour is pursued as an integral part of the socio-economic growth agenda of the province. Implementation of the plan is underpinned by institutional alignment across departments, including Labour, Education, Social Welfare, Home & TA, Planning & Development, and Finance, to embed child labour objectives within sectoral policies, annual development programs, and budgetary processes.

The plan seeks to ensure predictable and sustained financing for prevention, protection, and reintegration interventions through greater integration with the provincial budget making cycle and its medium term budgetary framework/output based budgeting.

Overall the KP CLAP, 2025 connects policy intent with institutional mechanisms, financing flows, and on-ground service delivery under the whole of government approach.

Key Enablers & Assumptions – KP CLAP, 2025:

Sustained implementation outcome of the KP CLAP, 2025 coupled with greater results orientation warranted certain pre-conditions to be factored-in by design in the plan from inception through the development and approval stages. In this context, this section succinctly depicts the overall ecosystem and the structural outline per-se these pre-conditions:

- Child labour based on empirical evidence – the KP CLS, 2022-23 emanated as a key challenge faced by the province. The survey amply provides insights on the prevalence and causes of child labour with demographic profiling of children involved in child labour.

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

- Based on the findings and recommendations of the CLS, 2022-23, the Government of KP through Department of Labour was able to update and inform its Child Labour Policy, 2025 – setting right the direction to overcome child labour as a priority area of the Government.
- Attainment of the policy aspirations under KP CLP, 2025 needed a vibrant, pragmatic and an all-inclusive action plan. Accordingly, the KP CLAP, 2025 identifies optimized pathways for sustained implementation outcome through results matrix depicting key interventions, timelines, and lead/contributory partners from both public and private sectors along with performance benchmarking. Enabling governance framework is ensured through legislative oversight i.e. Standing Committee of the Provincial Assembly on child labour; review and update of the legislative & regulatory frameworks governing child labour; strengthening of the coordination committee on child labour and improved systems/processes for inter/intra governmental/departmental coordination through greater research orientation and mainstreamed digitalized interfaces.
- The GoKP in its resolve for sustained implementation of the initiatives on child labour anchors its CLAP, 2025 under the overarching governance framework of the province. This makes it a whole of government plan, with contributions from relevant sectors to actualize per-se their mandated roles. The plan aims to achieve it through formal/institutionalized MoUs between the department of labour and other relevant sectors i.e. for out of school children essentially the Elementary & Secondary Education Department has a primary role. Hence, the plan through a formal MoU with Elementary & Secondary Education Foundation aims to reintegrate out of school children in child labour as a priority under a well thought-out and executed information sharing apparatus.
- Capacity to deliver is guaranteed through a multi-pronged approach. In addition to specific capacity building interventions on specialized skills set, the provincial action plan identifies strategic partnerships with development partners, induction of skillful resources from open market, going digital, and enhanced collaboration with public and private sector entities as potential avenues for strengthened capacities.
- KP CLAP, 2025 is a medium term plan (2025-26 to 2028-29) closely aligned with the annual/medium term planning and budgeting cycle of the government starting 1st Jul and ending 30th Jun each year. This consistency makes it easier to ensure predictable funds availability. Financing of the action plan considers two major sources of funding i.e. government funding to relevant sectors/departments and technical assistance from development partners. Accordingly, the medium term costing depicts government funding either already committed through its budget for 2025-26 or as new proposed line items for the target years. This stream of funding shows further compartmentalization by regular and development budget. Finance and Planning Departments are set to issue necessary directives to all sectors for prioritizing child labour related interventions through budget call circular and guidelines for Annual Development Program.

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

Overall Objective

“Making Khyber Pakhtunkhwa free from child labour with improved learning outcomes for every child and enhanced opportunities to decent work for youth at legal age”

KP Child Labour Policy Key Objectives²

- 1) Research and Knowledge driven policy integration through coordinated efforts
 - 2) All children of school-going age are in schools rather than at the workplace
 - 3) Effective inspection, case management & referral system for sustained rehabilitation and integration of child labour
 - 4) Mass awareness raising
 - 5) Mobilize financial, human, and institutional resources
-

Results by Objectives

1. Research and Knowledge driven policy integration through coordinated efforts

1.1. Improved governance & legislative oversight

Key Gaps:

- Fragmented and disjointed legislative and regulatory frameworks
- Weak inter-provincial coordination post-18th Amendment
- Limited inter-departmental linkages
- Informal sector workers (80% of workforce) excluded
- Constrained institutional capacity
- Budget constraints coupled with unpredictable funding

² The Khyber Pakhtunkhwa Child Labour Policy, 2025

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

Key Actions:

Activity	Lead	Timeline	Key Partners
1.1.1 Comprehensive review of the legislative & regulatory frameworks governing child labour to inform proposed amendments and/or formulation of new laws/rules/regulations consistent with national and international commitments	KP DoL	By mid 2026	KP Law, Social Welfare, CPWC, and Home & TA Departments ILO, UNICEF
1.1.2 Notify Standing Committee of the Provincial Assembly on child labour	KP PA	By start 2026	KP DoL & Law Department
1.1.3 Review KP Child Labour Policy, 2018 and formulate/update the Policy based on review outcome	KP DoL	By end 2025	UNICEF Relevant stakeholders from both public & private sectors
1.1.4 Formulate SOPs for periodic review and stock-take of the implementation outcomes of the KP Child Labour Policy	KP DoL	By mid 2026	ILO, UNICEF KP P&D & Finance Departments
1.1.5 Revival and strengthening of KP Coordination Committee on Child Labour	KP DoL	By start 2026	KP Finance, P&D Department Committee Members ILO, UNICEF
1.1.6 Undertake an objective diagnostic study to assess the institutional needs of the department along with pragmatic recommendations	KP DoL	By mid 2026	ILO, UNICEF
1.1.7 Initiate institutional strengthening through redressal of the gaps identified by diagnostic study	KP DoL	By mid 2026 through mid 2027	KP Finance & P&D Departments ILO, UNICEF, Development Partners
1.1.8 Sufficient and predictable funds availability to execute the action plan on child labour under KP MTBF/Output based budgeting based on the evidence of need as outlined by the Child Labour Survey 2022-23	KP FD	By mid 2026 through mid 2029	KP DoL, P&D Departments

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1.2. Enhanced research and knowledge base

Key Gaps:

- Narrowed research base underpinned by occasional and sporadic surveys
- Weak institutional knowledge base
- Data and information systems largely manual and often siloed
- Research partnerships with national/international agencies/academic institutions not capitalized

Key Actions:

Activity	Lead	Timeline	Key Partners
1.2.1 Strengthening of Child & Bonded Labour Unit (C&BLU) to spearhead and collaborate research and development initiatives on child labour	KP DoL	By mid 2027	ILO, UNICEF Development Partners National / International Research Bodies
1.2.2 Integrate child labour research into academic and training systems at college and university level across the province	KP HED	By mid 2026 through mid 2029	KP DoL, E&SED, Industries & Social Welfare Departments and TEVTA
1.2.3 Mainstream a formal digitalized platform to integrate research on child labour by private sector including development partners, community/civil society organizations, and relevant stakeholders	KP DoL	By end 2027	KP IT Board Development Partners & KP Chambers including Workers Welfare Organizations
1.2.4 Initiate research fellowships to young graduates/newly inducted officers for research on different dimensions of child labour	KP DoL	By mid 2026 through mid 2029	HED, E&SED, Industries & Social Welfare Departments and TEVTA, NIMS & PARD
1.2.5 Initiate South-South learning exchange program to deepen the knowledge and research repository on child labour	KP P&D	By mid 2026 through mid 2029	KP DoL ILO, UNICEF, Development Partners

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1.3. Optimized integration of child labour data into MIS platforms

Key Gaps:

- Essential systems and processes largely manual with little or no interoperability
- Absence of unified/integrated child labour management information system
- No child protection repository coupled with missing feedback loops

Key Actions:

Activity	Lead	Timeline	Key Partners
1.3.1 Mainstream an integrated Child Labour Management Information System in a dynamic interface to offer better connectivity and interoperability with the MISs of E&SE, Home & TA, Industries, ESEF, Child Protection & Welfare Commission, Social Welfare and other pertinent sectors	KP IT Board	By end 2027	KP DoL, HED E&SED, ESEF, Industries, Home & TA & Social Welfare Departments, CPWC and TEVTA ILO, UNICEF, Development Partners
1.3.2 Launch a Mobile App to supplement the Child Labour Management Information System per-se effective case management and referrals along with real time feedback loops for public and private sectors and real-time data collection	KP IT Board	By end 2027	KP DoL, HED E&SE, ESEF, Industries, Home & TA & Social Welfare Departments and TEVTA ILO, UNICEF Development Partners
1.3.3 Launch digital dashboards on child labour for informed policy discourse and wider stakeholders engagement	KP IT Board	By start 2028 through end 2029	KP DoL

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2. All children of school-going age are in schools rather than at the workplace

2.1 Sustained reintegration of out of school children in child labour into education

Key Gaps:

- An estimated 4.9 million out of school children in the province
- Overall incidence of child labour in the province is 9.0% i.e. 745,155 children
- 23.5% of children in child labour never attended school for age group 5-11, while the ratio for 12-13 and 14-17 age groups remains at 20.5%
- Children previously attending school but dropped out is 4.8%, 15.3% and 33.6% for the age groups 5-11, 12-13 and 14-17 respectively
- Over 50% of the out of school children in labour reported either non affordability of schooling or non-availability/remoteness of school

Key Actions:

Activity	Lead	Timeline	Key Partners
2.1.1 MoU with KP ESEF for a targeted and fast tracked institutional support to reintegrate OOSC in child labour back to schools on top priority basis	KP DoL	By mid 2026	KP E&SED & ESEF ILO, UNICEF
2.1.2 Initiate policy response through data sharing on child labour hotspots under KP CLS 2022-23 for collaborative and responsive interventions by KP ESEF	KP DoL	By end 2026	KP E&SED & ESEF ILO, UNICEF
2.1.3 Leverage ILMpact Program to target OOSC in child labour	KP E&SED	By mid 2026 through mid 2028	KP DoL FCDO-British Council
2.1.4 Establish non formal/technical/vocational education centers near labour hubs to offer basic literacy and numeracy with pathways to formal education	KP ESEF	By mid 2026 through mid 2028	KP DoL, E&SED, P&D and Finance Departments

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Activity	Lead	Timeline	Key Partners
2.1.5 In collaboration with KP E&SE Department mandate the PTCs to identify out-of-school children and support their reintegration	KP E&SED	By end 2026	KP DoL Development Partners, UNICEF
2.1.6 MoU with KP TEVTA for a targeted and fast tracked institutional support for skills development of the OOSC in child labour	KP DoL	By mid 2026	KP Industries Department & TEVTA
2.1.7 Initiate policy response through data sharing on child labour hotspots under KP CLS 2022-23 for collaborative and responsive interventions by KP TEVTA	KP DoL	By end 2026	KP Industries Department & TEVTA

2.2 Strengthened referrals and tracking of OOSC in child labour

Key Gaps:

- Absence of shared/integrated repository on OOSC in child labour
- No vibrant system to track & trace OOSC in child labour
- Constrained inter-departmental coordination

Key Actions:

Activity	Lead	Timeline	Key Partners
2.2.1 Design and integrate a dedicated repository in the CLMIS to track children removed from labour and monitor their school reintegration	KP IT Board	By end 2027	KP DoL ILO, Development Partners
2.2.2 Set up 24/7 child protection helpline	KP CPWC	By mid 2026	KP DoL & Home & TA Department
2.2.3 Design and implement an informal apprenticeship program (ustad-shagird system)	KP DoL	By end 2026 through mid 2029	KP Industries Department and KP TEVTA

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3. Effective inspection, case management & referral system for sustained rehabilitation and integration of child labour

3.1 Strengthened functionality of labour inspection

Key Gaps:

- Limited coverage of informal sectors
- Weak institutional capacity

Key Actions:

Activity	Lead	Timeline	Key Partners
3.1.1 Resource the labour inspection function through proportionate creation of new positions	KP FD	By mid 2026 through mid 2028	KP DoL
3.1.2 Develop and deliver a comprehensive training program for labour inspectors on digital tools, OSH, and critical dimensions of child labour including survey tools and techniques, case management and effective coordination with public/private sector entities on referrals	KP DoL	By mid 2026 through mid 2028	KP IT Board, Industries and Home & TA Departments ILO, Development Partners
3.1.3 Conduct targeted outreach in high-risk sectors (e.g., brick kilns, agriculture, domestic work)	KP DoL	By end 2026	KP Home & TA Department
3.1.4 Regular review and update of the hazardous occupations list every two years	KP DoL	By end 2025 through end 2029	KP Industries Department

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3.2 Strengthened case management & referrals yielding sustained integration

Key Gaps:

- Absence of standardized case documentation and monitoring protocols
- Limited integration with education, child protection & welfare commission, healthcare and social services including criminal justice system
- Ad-hoc/personalized referral pathways than structured mechanisms
- Lack of feedback loops to assess the efficacy of rehabilitation/integration measures
- Absence of track and trace system
- 61.1% of children in child labour having no birth certificate

Key Actions:

Activity	Lead	Timeline	Key Partners
3.2.1 Develop and deploy standardized protocols for case assessment and registration for an inclusive, responsive and distinct case development	KP DoL	By end 2026	ILO, Development Partners
3.2.2 Develop and deploy inter-departmental referral pathways based on digital referral directory of service providers embedded in the mainstream CLMIS	KP DoL	By end 2027	KP IT Board, HED, E&SED and Departments of Home & TA, Social Welfare, Industries and ESEF, TEVTA
3.2.3 Introduce conditional cash transfer scheme to incentivize families of children in child labour	KP DoL	By mid 2026 through mid 2029	KP P&D and Finance Departments
3.2.4 MoU with relevant entities/agencies of the criminal justice system for speedy and effective support to children exposed to bonded labour, trafficking, sexual exploitation, and illicit/criminal activities	KP DoL	By mid 2026	KP Home & TA and Law Departments
3.2.5 Initiate a targeted drive to get the children in child labour registered with NADRA and get them issued their birth and family registration certificates	KP DoL	By mid 2026 through mid 2028	NADRA, KP District Administration, PTCs and Home & TA Department

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Activity	Lead	Timeline	Key Partners
3.2.6 MoU with KP Population Welfare Department for targeted interventions in child labour concentrated areas	KP DoL	By mid 2026	KP Population Welfare Department
3.2.7 MoU with KP Health Department for making Sehat Insaaf Card accessible to the families of children in child labour hotspots	KP DoL	By mid 2026 through end 2029	KP Health Department
3.2.8 MoU with Federal/Provincial Income Support Programmes for targeted support to families of children in child labour	KP DoL	By end 2026 through end 2029	Relevant Income Support Programmes from Federal and Provincial Governments
3.2.9 Digitalize case records through integration in the mainstream CLMIS	KP IT Board	By end 2027	KP DoL ILO, Development Partners

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4. Mass awareness raising

4.1 Improved institutional capacity for effective communication

Key Gaps:

- Absence of child labour focused communication strategy
- Communication often irregular, event and donor driven
- PTCs, village based organizations, local jirgas and private sector actors underutilized
- Limited partnerships with media houses, journalists and civil society coupled with insufficient use of social media
- Limited technical capacities in the realm of communication and behavioral change

Key Actions:

Activity	Lead	Timeline	Key Partners
4.1.1 Develop a comprehensive provincial communication strategy on child labour	KP DoL	By mid 2026	KP I&PR Department ILO
4.1.2 Resource Child & Bonded Labour Unit (C&BLU) with specialized skills set on communication and advocacy	KP DoL	By mid 2026 through mid 2027	KP Finance and P&D Departments Development Partners
4.1.3 Departmental capacity building on effective communication through specialized trainings/ToT	KP DoL	By end 2026 through mid 2027	KP Public Sector Training Institutes ILO, Development Partners
4.1.4 MoU with local media houses including FM Radios, electronic and print media and journalist associations for regular messaging and sensitization on child labour	KP DoL	By mid 2026	KP I&PR Department Media Houses, Journalist Associations Development Partners

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4.2 Collaborative and evidence based mass awareness raising on child labour

Key Gaps:

- Limited information on baseline and perceptions
- Lack of funding under regular/development budget lines
- PTCs, village based organizations, local jirgas and private sector actors underutilized
- Limited partnerships with media houses, journalists and civil society coupled with insufficient use of social media

Key Actions:

Activity	Lead	Timeline	Key Partners
4.2.1 Establish baseline on public knowledge, attitudes and practices on child labour	KP DoL	By end 2026	ILO, Development Partners
4.2.2 Institutionalize an annual provincial campaign around World Day Against Child Labour (June 12)	KP DoL	By mid 2026 through end 2029	KP I&PR Department Media Houses, Journalist Associations Development Partners
4.2.3 Develop standardized, ready-to-use IEC materials in local languages	KP DoL	By end 2026	ILO Development Partners
4.2.4 Initiate joint ventures on mass awareness raising campaigns about child labour	KP DoL	By end 2026 through end 2029	KP I&PR, Auqaf & Religious Affairs, E&SE, Social Welfare and Industries Departments Media Houses, Journalist Associations, Youth & Workers Welfare Formations Development Partners, ILO

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5. Mobilize financial, human, and institutional resources

5.1 Predictable funds availability to operationalize the CLAP 2025

Key Gaps:

- Disintegrated incremental budgeting
- Unpredictable and sporadic but limited funding
- Absence of results focused child labour action plans to date
- Limited coverage under Medium Term Budgetary Framework and Output Based Budgeting

Key Actions:

Activity	Lead	Timeline	Key Partners
5.1.1 Map out potential source of funding for CLAP 2025	KP DoL	By end 2025	KP Finance and P&D Departments
5.1.2 Approve the KP CLAP 2025	KP DoL	By end 2025	Provincial Cabinet, KP Finance and P&D Departments
5.1.3 Integrate the CLAP 2025 into GoKP annual and medium term budgetary frameworks under MTBF & OBB	KP FD	By mid 2026 through mid 2028	KP DoL and P&D Departments
5.1.4 Strategic partnerships with development partners on CLAP 2025	KP DoL	By end 2025 through end 2029	Development Partners

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5.2 Medium term costing for CLAP 2025-2029³

1) Aggregated Medium Term Costing (PKR in Million)

	'Cost Est. 2025-26	'Cost Est. 2026-27	'Cost Est. 2027-28	'Cost Est. 2028-29	'Total Cost Est.
New	27.500	192.000	171.250	156.575	547.325
Development Budget - GoKP	0.000	100.000	96.000	77.500	273.500
Regular & Development Budget - GoKP	0.000	0.000	0.000	0.000	0.000
Regular Budget - GoKP	0.000	57.500	63.250	69.575	190.325
TA - Development Partners	27.500	34.500	12.000	9.500	83.500
Ongoing	14,991.615	14,627.254	14,627.254	14,427.254	58,673.377
Development Budget - GoKP	1,064.361	700.000	700.000	500.000	2,964.361
Regular & Development Budget - GoKP	2,290.000	2,290.000	2,290.000	2,290.000	9,160.000
Regular Budget - Federal Govt	9,198.810	9,198.810	9,198.810	9,198.810	36,795.240
Regular Budget - GoKP	2,438.444	2,438.444	2,438.444	2,438.444	9,753.776
TA - Development Partners	0.000	0.000	0.000	0.000	0.000
Grand Total	15,019.115	14,819.254	14,798.504	14,583.829	59,220.702

2) Detailed Medium Term Costing (PKR in Million)

Key Activities	Funding Type	Funding Source	Cost Est. 2025-26	Cost Est. 2026-27	Cost Est. 2027-28	Cost Est. 2028-29	Total Cost Est.
1.1.1) Comprehensive review of the legislative & regulatory frameworks governing child labour to inform proposed amendments and/or formulation of new laws/rules/regulations consistent with national and international commitments	New	TA - Development Partners	2.000	2.500	-	-	4.500
1.1.4) Formulate SOPs for periodic review and stock-take of the implementation outcomes of the KP Child Labour Policy	New	TA - Development Partners	1.000	1.000	-	-	2.000
1.1.5) Revival and strengthening of KP Coordination Committee on Child Labour	New	Regular Budget - GoKP	-	2.000	2.200	2.420	6.620
1.1.6) Undertake an objective diagnostic study to assess the institutional needs of the department along with pragmatic recommendations	New	TA - Development Partners	2.000	3.000	-	-	5.000

³ Costing based on the already committed funds by GoKP/Federal Govt through relevant sector budget allocations. The KP CLAP 2025 envisions capitalizing the use of these funds along with new funding commitment from GoKP and Development Partners through a balanced focus on child labour as a joint responsibility and priority.

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Key Activities	Funding Type	Funding Source	Cost Est. 2025-26	Cost Est. 2026-27	Cost Est. 2027-28	Cost Est. 2028-29	Total Cost Est.
1.1.7 Initiate institutional strengthening through redressal of the gaps identified by diagnostic study	New	Regular Budget - GoKP	-	8.000	8.800	9.680	26.480
1.2.1) Strengthening of Child & Bonded Labour Unit (C&BLU) to spearhead and collaborate research and development initiatives on child labour	New	Regular Budget - GoKP	-	10.000	11.000	12.100	33.100
1.2.2) Integrate child labour research into academic and training systems at college and university level across the province	Ongoing	Development Budget - GoKP	100.000	100.000	100.000	100.000	400.000
1.2.3) Mainstream a formal digitalized platform to integrate research on child labour by private sector including development partners, community/civil society organizations, and relevant stakeholders	New	Development Budget - GoKP	-	2.000	1.000	-	3.000
1.2.4) Initiate research fellowships to young graduates/newly inducted officers for research on different dimensions of child labour	New	Development Budget - GoKP	-	5.000	5.000	5.000	15.000
1.2.5) Initiate South-South learning exchange program to deepen the knowledge and research repository on child labour	New	TA - Development Partners	8.000	8.000	8.000	8.000	32.000
1.3.1) Mainstream an integrated Child Labour Management Information System in a dynamic interface to offer better connectivity and interoperability with the MISs of E&SE, Home & TA, Industries, ESEF, Child Protection & Welfare Commission, Social Welfare and other pertinent sectors	New	Development Budget - GoKP	-	10.000	10.000	-	20.000
1.3.2) Launch a Mobile App to supplement the Child Labour Management Information System per-se effective case management and referrals along with real time feedback loops for public and private sectors and real-time data collection	New	Development Budget - GoKP	-	3.000	1.000	-	4.000
1.3.3) Launch digital dashboards on child labour for informed policy discourse and wider stakeholders engagement	New	Development Budget - GoKP	-	1.000	1.000	-	2.000
2.1.1) MoU with KP ESEF for a targeted and fast tracked institutional support to reintegrate OOSC in child labour back to schools on top priority basis	Ongoing	Regular & Development Budget - GoKP	2,290.000	2,290.000	2,290.000	2,290.000	9,160.000
2.1.2) Initiate policy response through data sharing on child labour hotspots under KP CLS 2022 for collaborative and responsive interventions by KP ESEF	New	Regular Budget - GoKP	-	0.500	0.550	0.605	1.655

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Key Activities	Funding Type	Funding Source	Cost Est. 2025-26	Cost Est. 2026-27	Cost Est. 2027-28	Cost Est. 2028-29	Total Cost Est.
2.1.4) Establish non formal/technical/vocational education centers near labour hubs to offer basic literacy and numeracy with pathways to formal education	Ongoing	Regular Budget - GoKP	1,800.000	1,800.000	1,800.000	1,800.000	7,200.000
2.1.5) In collaboration with KP E&SE Department mandate the PTCs to identify out-of-school children and support their reintegration	New	TA - Development Partners	2.500	2.500	-	-	5.000
2.1.6) MoU with KP TEVTA for a targeted and fast tracked institutional support for skills development of the OOSC in child labour	Ongoing	Development Budget - GoKP	600.000	600.000	600.000	400.000	2,200.000
2.1.7) Initiate policy response through data sharing on child labour hotspots under KP CLS 2022 for collaborative and responsive interventions by KP TEVTA	New	TA - Development Partners	1.000	1.000	-	-	2.000
2.2.1) Design and integrate a dedicated repository in the CLMIS to track children removed from labour and monitor their school reintegration	New	Development Budget - GoKP	-	3.000	2.000	-	5.000
2.2.2) Set up 24/7 child protection helpline	New	Regular Budget - GoKP	-	7.500	8.250	9.075	24.825
2.2.3) Design and implement an informal apprenticeship program (ustad-shagird system)	New	Development Budget - GoKP	-	50.000	50.000	50.000	150.000
3.1.1) Resource the labour inspection function through proportionate creation of new positions	New	Regular Budget - GoKP	-	15.000	16.500	18.150	49.650
3.1.2) Develop and deliver a comprehensive training program for labour inspectors on digital tools, OSH, and critical dimensions of child labour	New	TA - Development Partners	-	3.500	2.000	-	5.500
3.1.3) Conduct targeted outreach in high-risk sectors (e.g., brick kilns, agriculture, domestic work)	New	TA - Development Partners	2.000	3.000	-	-	5.000
3.1.4) Regular review and update of the hazardous occupations list every two years	New	TA - Development Partners	1.500	-	-	1.500	3.000
3.2.1) Develop and deploy standardized protocols for case assessment and registration for an inclusive, responsive and distinct case development	New	TA - Development Partners	1.000	1.000	-	-	2.000
3.2.2) Develop and deploy inter-departmental referral pathways based on digital referral directory of service providers embedded in the mainstream CLMIS	New	Development Budget - GoKP	-	1.500	1.500	-	3.000
3.2.3) Introduce conditional cash transfer scheme to incentivize families of children in child labour	New	Development Budget - GoKP	-	2.500	2.500	2.500	7.500

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Key Activities	Funding Type	Funding Source	Cost Est. 2025-26	Cost Est. 2026-27	Cost Est. 2027-28	Cost Est. 2028-29	Total Cost Est.
3.2.4) MoU with relevant entities/agencies of the criminal justice system for speedy and effective support to children exposed to bonded labour, trafficking, sexual exploitation, and illicit/criminal activities	New	Development Budget - GoKP	-	20.000	20.000	20.000	60.000
3.2.5) Initiate a targeted drive to get the children in child labour registered with NADRA and get them issued their birth and family registration certificates	New	Regular Budget - GoKP	-	5.000	5.500	6.050	16.550
3.2.6) MoU with KP Population Welfare Department for targeted interventions in child labour concentrated areas	Ongoing	Development Budget - GoKP	364.361	-	-	-	364.361
3.2.7) MoU with KP Health Department for making Sehat Insaaf Card accessible to the families of children in child labour hotspots	Ongoing	Regular Budget - GoKP	638.444	638.444	638.444	638.444	2,553.776
3.2.8) MoU with Federal/Provincial Income Support Programmes for targeted support to families of children in child labour	Ongoing	Regular Budget - Federal Govt	9,198.810	9,198.810	9,198.810	9,198.810	36,795.240
3.2.9) Digitalize case records through integration in the mainstream CLMIS	New	Development Budget - GoKP	-	2.000	2.000	-	4.000
4.1.1) Develop a comprehensive provincial communication strategy on child labour	New	TA - Development Partners	1.500	0.500	-	-	2.000
4.1.2) Resource Child & Bonded Labour Unit (C&BLU) with specialized skills set on communication and advocacy	New	Regular Budget - GoKP	-	1.500	1.650	1.815	4.965
4.1.3) Departmental capacity building on effective communication through specialized trainings/ToT	New	TA - Development Partners	-	3.500	2.000	-	5.500
4.1.4) MoU with local media houses including FM Radios, electronic and print media and journalist associations for regular messaging and sensitization on child labour	New	Regular Budget - GoKP	-	3.000	3.300	3.630	9.930
4.2.1) Establish baseline on public knowledge, attitudes and practices on child labour	New	TA - Development Partners	3.000	2.500	-	-	5.500
4.2.2) Institutionalize an annual provincial campaign around World Day Against Child Labour (June 12)	New	Regular Budget - GoKP	-	4.000	4.400	4.840	13.240
4.2.3) Develop standardized, ready-to-use IEC materials in local languages	New	TA - Development Partners	2.000	2.500	-	-	4.500
4.2.4) Initiate joint ventures on mass awareness raising campaigns about child labour	New	Regular Budget - GoKP	-	1.000	1.100	1.210	3.310

Khyber Pakhtunkhwa Child Labour Action Plan (2025-2029)

Monitoring & Evaluation Framework

Key Objectives	Indicators	Key Results	Targets	MoVs	Frequency	Responsible Entity
1) <i>Research and Knowledge driven policy integration through coordinated efforts</i>	# of legal instruments amended/newly promulgated on child labour	1.1. Improved governance & legislative oversight	1 self-contained package	Approved legislation / rules & regulations / SROs	Annual	KP DoL
	# of periodic reviews of KP CLP and CLAP 2025		1 review	Notified meeting minutes	Annual	KP DoL
	# of sessions of the Standing Committee on Child Labour		1 session	Notified meeting minutes	Annual	KP PA
	# of departments prioritizing child labour in their sectoral ADPs		7 relevant sectors	Annual ADPs	Annual	KP P&DD
	# of research studies or assessments conducted on the nature, causes, and trends of child labour	1.2. Enhanced research and knowledge base	2-3 studies	Approved policy / research papers	Annual	KP DoL
	Coverage of a digital platform integrating research on child labour		100% coverage	Functional digital system	Monthly	KP DoL
	Evidence-based policy dialogues within government or legislative committees		2 sessions	Notified meeting minutes	Bi-annual	KP DoL/PA
	# of fresh graduates inducted in research fellowships on child labour		10 fellowships	Formal notifications	Annual	KP DoL
	# of partnerships with national / international think tanks and research bodies		1-2 partnerships	MoUs / Research Agreements	Annual	KP DoL

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Key Objectives	Indicators	Key Results	Targets	MoVs	Frequency	Responsible Entity
2. All children of school-going age are in schools rather than at the workplace	Coverage of integrated CLMIS & Mobile App	1.3. Optimized integration of child labour data into MIS platforms	100%	Integrated database & functional system	Annual	KP IT Board
	Availability of digital dashboards		100%	Live reports	Monthly	KP DoL
	# of MoUs signed with relevant entities in education sector including TVET	2.1. Sustained reintegration of out of school children in child labour into education	2 MoUs	Signed MoUs	As per stipulated timelines	KP DoL
	% of OOSC successfully enrolled in schools or non-formal / technical education centers		30% of CLS 2022-23 identified OOSC	Formal enrollments / student records	Annual	KP ESEF
	Retention rate of reintegrated OOSC in schools or non-formal education		50% of CLS 2022-23 identified OOSC reintegrated	Attendance / school record	Monthly	KP ESEF
	ALP coverage in districts with high incidence of child labour		30% - CLS 2022-23	ALP centers / agreements	Annual	KP ESEF
	Coverage of 24/7 child protection helpline	2.2. Strengthened referrals and tracking of OOSC in child labour	100%	Functional helpline	Monthly	KP Home & TA, CPWC
	# of children referred and reintegrated into schools		100,000	CLMIS reports	Annual	KP DoL
3. Effective inspection, case management & referral system for sustained rehabilitation and integration of child labour	Coverage of specialized trainings to labour inspectors on critical dimensions of child labour	3.1. Strengthened functionality of labour inspection	100% - labour inspectors & allied functionaries	Training reports	Bi-annual	KP DoL
	# of new positions of labour inspectors created		HR need assessed & bridged	Budget statements	Annual	KP FD
	Increase in identification & referrals of child labour cases following outreach in high risk sectors		10%	Outreach reports	Bi-annual	KP DoL

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Key Objectives	Indicators	Key Results	Targets	MoVs	Frequency	Responsible Entity
4. Mass awareness raising	# of MoUs signed with relevant entities on referrals and sustained reintegration of children in child labour	3.2. Strengthened case management & referrals yielding sustained integration	5 MoUs signed & executed	MoUs & execution reports	Bi-annual	KP DoL
	CLS 2022-23 identified children in child labour issued with birth certificates		60%	Birth certificates	Monthly	NADRA
	% of families of reintegrated children linked to social / income protection or livelihood support programs to reduce economic vulnerability		50%	Families registration record in relevant social/health incentive schemes	Bi-annual	KP Health, Population & Social Welfare, Income Support Programmes
	Coverage of fully functional standardized case management system		100%	Formally notified protocols for case assessment & registration	Annual	KP DoL
	Communication strategy on child labour developed, approved and implemented	4.1. Improved institutional capacity for effective communication	Approved Strategy & Annualized Action Plans	Strategy along-with action plans	Annual	KP DoL
	# of departmental staff trained in strategic communication, social and behavior change and media engagement		50+ officers / officials	Training reports	Annual	KP DoL
	# of coordinated awareness or advocacy campaigns held	4.2. Collaborative and evidence based mass awareness raising on child labour	4-5 campaigns	Formal reports	Annual	KP DoL

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Key Objectives	Indicators	Key Results	Targets	MoVs	Frequency	Responsible Entity
5. Mobilize financial, human, and institutional resources	% reflection of CLAP 2025 in MTBF & OBB	5.1. Predictable funds availability to operationalize the CLAP 2025	100%	Annual budget statements	Annual	KP FD
	Expenditure outturn for CLAP 2025-2029	5.2. Medium term costing for CLAP 2025-2029	100%	Budget execution reports	Annual	KP DoL and relevant sectors