



A Rapid Assessment of Children Working in the Domestic Sector

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Preface

Child labor in Nepal is a serious concern. Around 40% or 3,140,000 of the 7,700,000 children aged between 5 to 17 years are engaged in work. Of this 3,140,000, about half or 1,600,000 child laborers are in exploitive working conditions; and about 621,000 are in hazardous work. Children are found working in carpet and entertainment industries, mining, *beedi* making, portering, brick production, embroidery (*zari*), car/motorcycle repair workshops, domestic work, cross border smuggling and roadside hawking. Each sector has its own array of push/pull factors influencing entry and exit of children and which determine the nature and extent of exploitive work children are exposed to.

To get an update of the status of children working in some of these sectors, World Education's *Naya Bato Naya Paila* project funded by United States Department of Labor commissioned rapid assessments in four sectors - brick kilns, domestic service, mining and portering having high incidence of child labor. Rapid assessments in two additional sectors - urban transport and teashops and restaurants - were conducted in collaboration with, and financial contribution from, Plan Nepal. The Ministry of Labor and Employment/MoL&E (formerly Ministry of Labor and Transport Management/MoLTM) provided advisory inputs. The Ministry of Women Children and Social Welfare, Central Bureau of Statistics, Ministry of Federal Affairs and Local Development, UNICEF and ILO have been part of this research as members of the Working Committee, along with Plan Nepal and MoL&E.

The Rapid Assessments, conducted in 2011/2012, have used the methodology popularized by ILO in the early 2000s, have highlighted the factors contributing to children's entry along with the unique dynamics and emerging trends associated with each sector. Findings from these rapid assessments will be of use to policy makers in designing and implementing future actions to eliminate child labor. The research undertaken will I believe, also add to the literature and enhance the understanding on child labor, while encouraging deeper debate on this issue and will aid in the goal of eliminating child labor in the country.



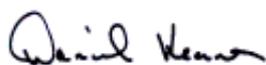
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Foreword

Child labour in general and its worst forms in particular are a global and a national problem. According to the quadrennial Global Report on Child Labor released by the International Labour Organisation in 2010, the picture is bleak: despite the fact that the number of child labourers declined slightly (from 222 million to 215 million over a period of five years), the pace of reduction has tapered off and 115 million children are still exposed to hazardous work worldwide. In Nepal the picture is similar: there has been a reduction overall, but it is uneven across sectors and an estimated 1.6 million children aged 5-17 years are still engaged in the worst forms of child labour. Approximately 20% (more than 600,000) are engaged in hazardous work that interferes with their education or is harmful to their health or physical, mental, spiritual, moral or social development.

In 2011 rapid assessments were conducted in six sectors of child labour—urban transport, mining, teashops and restaurants, portering, domestic service, and brick kilns—in order to explore the extent and nature of child labour in Nepal. The study looked at a number of things, including the prevalence of child labour in the sample districts; the emerging patterns of demand and supply; the socio-demographic and economic characteristics of child labourers; the push and pull factors of migration affecting children's entry into the sector; the work histories, working conditions and hours of children; the relation between work and school and education; the nature and extent of the hazardous and unhealthy working conditions, children's desire for rehabilitation and awareness about child rights; and possible programme interventions to improve existing conditions. I hope the findings, recommendations and data generated from these rapid assessments will be of use to policymakers and organizations working on child rights in their efforts to design and implement plans, policies and strategies for addressing child labor issues in Nepal.

On behalf of Plan Nepal, I would like to thank the Ministry of Labor and Employment for providing the technical guidance needed to make the assessments happen. Acknowledgement is also due to New ERA, the National Labor Academy and Child Workers In Nepal who undertook the six studies and prepared the associated reports. Our gratitude extends to all those members of the working committee, United Nations Children's Fund, International Labour Organisation, Central Bureau of Statistics, Ministry of Women Children and Social Welfare, and Ministry of Federal Affairs and Local Development for providing their invaluable feedback and thereby helped finalise the report. Special thanks must go to World Education for coordinating the entire process of assessment. Plan Nepal is proud to be part of the team which undertook the assessments.



Donal Keane
Country Director
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Acknowledgements

The primary objectives of this Rapid Assessment of domestic child labor in Nepal were to characterize child domestic workers and to estimate their incidence. The survey, conducted in ten districts, was administered to 313 child laborers. Researching child laborers is always a challenge, employers dislike children being approached and being asked what difficulties they face to lead their day to day life. Careful and compassionate probing by the researchers and encouraging participation by child laborers have made it possible to collect information on personal details of children, and prepare this report.

The research team acknowledges the continuous support from Chij Kumar Shrestha, Dyuti Baral, Helen Sherpa, Gopal Tamang and Harihar Nath Regmi of World Education, Subhakar Lal Baidya and Soni Pradhan of Plan Nepal during the study design and report preparation. Cooperation in the field from stakeholders, and participation child laborers in particular were overwhelming; which made the survey successful. Thus the report is dedicated to the child laborers, with a hope that the use of this report in policy, program and action formulations will be adequately geared towards ameliorating the plight they face as child laborers in domestic work.

Shiva Sharma
Team Leader

Data Certification

On behalf of the research team, I hereby declare that, to the best of my knowledge, the survey data used in this report is authentic and was collected through one to one interviews with the child laborers after soliciting their consent.

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Acronyms

CBO	Community Based Organization
CBS	Central Bureau of Statistics
CL	Child Labor
CWIN	Child Workers in Nepal
CWISH	Children – Women in Social Service and Human Rights
DCL	Domestic Child Labor
DCWB	District Child Welfare Board
FGD	Focus Group Discussion
GEFONT	General Federation of Nepal Trade Union
GON	Government of Nepal
GIZ	German Technical Co-operation
ILO	International Labor Organization
INGO	International Non-Government Organization
IPEC	International Programme on the Elimination of Child Labor
NGO	Non-Government Organization
NLFS	Nepal Labor Force Survey
NLSS	Nepal Living Standard Survey
RA	Rapid Assessment
TBP	Time Bound Programme
UNICEF	United Nations Children’s Education Fund
VDC	Village Development Committee
WE	World Education

Executive Summary

Objectives and methodology

The Rapid Assessment research aims to update and analyze the extent and situation of domestic child labor in Nepal including incidence, type of work, work load, work time and working conditions. It also has described personal and family characteristics along with suggesting mechanisms to combat the problems.

Both quantitative and qualitative information were collected for the rapid assessment of child labor and their use for work in the domestic sector. The qualitative approach was employed for the purpose of getting the perspectives and feelings of the stakeholders, and the respondents. The quantitative component provides statistical data on the actual numbers of children involved in various activities in domestic sector, and describes these child laborers in terms of work their perform and the related manifestations – working conditions and their (social, economic) backgrounds. The quantitative information was collected from the door to door surveys from the selected districts.

Using the incidence of child labor at the district level based on the work participation of children in 2001 Population Census data, identification of three district categories with high, medium, and low incidence were made in terms of child labor prevalence rate. Districts were selected from each category. The selected districts were Kathmandu, Makwanpur, Jhapa, Sunsari, Ilam, Kaski, Myagdi, Dang, Banke and Kailali. The districts' selection was also guided by representation of urban, semi-urban and rural settings; and the development regions.

All the municipalities and VDCs of the selected districts were classified into three groups, Urban, Semi-urban and Rural. All the 58 long-established municipalities as well as its 41 new municipalities, and market centres have been considered as urban and semi-urban areas and the rest of the country is considered as rural area.

From each group, one municipality or VDC was selected randomly. Again from the selected municipalities or VDCs one ward from each was selected for the study purpose. The selected wards were grouped into different sub wards; into 4, 3 and 2 sub-wards respectively in urban, semi-urban and rural areas. From the selected wards, one sub-ward was randomly selected and in the first stage, every household in the sub-ward was completely enumerated using door-to-door surveys to locate the child laborers in the households. In the second stage, the identified households with child laborers were then interviewed in person.

Gender, Age, Ethnicity

Altogether 6,344 households in 10 sample districts were visited and 313 child respondents identified, 134 male and 179 female domestic child laborers (DCL). The 313 DCL came from 54 home (or origin) districts of Nepal and from some states of India as well. There were slightly more girls (57 percent) than boys (43 percent), reflecting the overall situation of the Nepalese society where girls are preferred over boys in the domestic work sector.

DCLs came from different caste and ethnic groups, among which Janajati (indigenous ethnic groups) and Brahmin/Chhetri (high caste in the traditional Hindu caste hierarchy) together account for 86 percent. Dalits (so called “untouchables” in the traditional Hindu caste hierarchy) account for about 7.3 percent.

Birth Registration

Almost 53 percent have had their births registered. About 23 percent of DCL said that their birth has not been registered while 24 percent reported they are unaware of their birth being registered.

Land, Livelihood and Loans

Nearly 63 percent of DCL families have cultivable land. About 85 percent of the child laborers’ families own a house. The major source of income of DCL families (48 percent) was from daily wage earning, while for 37 percent family, farming is the main source. These two together, are main sources of income for 85 percent of DCL families.

The tendency of borrowing loans and taking cash advances as a factor in sending children to work was not highly significant among the families of DCL identified although about 16 percent of respondents did reported that their parents were indebted. About 36 percent could not tell about their family’s debt status. Of the DCLs who reported that family is in debt, almost one third said that their family has borrowed from their current employer.

Literacy Status

Out of the total DCL, 88.5 percent were literate and 11.5 percent were illiterate. Among the literate (277), 17 percent (or 47) have completed or are enrolled in secondary level, 29 percent have completed or are enrolled in lower-secondary level and 5 percent have completed or are enrolled in primary level. Among the illiterate, only 8 percent (3 out of 36) of the DCL are attending non-formal education. Of all DCL surveyed, 72 percent were currently enrolled in school.

Tasks

DCLs are involved in different types of household chores. The survival of DCL is associated with shelter, food and perceived protection along with the minimal wage (in cash or in kind) at the employers’ house. In return they carry out various tasks for their employers. They are responsible for dishwashing and serving food, kitchen work, washing clothes, house cleaning and marketing.

Half of DCL aged 14-18 years reported kitchen work as main work, while only 23 percent of those under 14 reported their main tasks being kitchen work. Therefore older child workers play a greater role in kitchen and food preparation tasks while younger workers spend more time in cleaning and laundry work.

Work and Pay

How the respondents got their current jobs varied: parents, friends, relatives, and even employers were responsible for making arrangements. Except in a few cases, the overwhelming proportion of parents of DCL (94 percent) were well aware of the whereabouts of their children and they reported to be in regular contact. In fact, the majority (75 percent) of them were engaged in domestic work at the initiation of parents themselves (75 percent), and a smaller proportion at relatives' suggestion (8 percent). In about 10 percent of the cases, the children had made the decision himself/ herself.

Out of the total respondents, 94 percent reported that they live in a place allocated by their employers in their premises. The children living at their parents' house and relatives' house and coming to work daily were 4 and 1 percent respectively. 92 percent of DCL of age below 14, and 97 percent of above 14 live in employers premises.

One fourth of the DCL had been working for the current employer for 3 or more years. Those in work since less than 6 months accounted for 18 percent. When the age of DCL and the duration of current employment are viewed together, it seems job changes among DCL is not common, with the majority remaining with the same employer. The majority (84 percent) of DCL were at school or at home doing their own household's chores before joining DCL work. Almost 10 percent of DCL had a history of working as DCL before, 3 percent were daily wage workers and 2 percent were tea shop employees before joining the current DCL work.

About 93 percent DCL were working intermittently for more than 12 hours per day. Since working more than six hours among children under 16 is against the Child Labour Act, it is clear that most children who do domestic work have a strong basis to be classified as being in a worst form of child labour.

The proportion of DCL reporting salary payments is low. Only 24 percent (76 out of 313 DCL) DCL are being paid and the rest are working without a fixed remuneration. The children without fixed remuneration, serve their employer in return of food, clothing, and lodging and in some cases education. There seems to be a trade off between availing schooling and paying salary with children being forced to choose. Of those who reported receiving salary, 25 percent have earnings ranging from Rs. 1500 to 2,500. Similarly, 9 percent earn Rs 2,500 to 5,000. However, 62 percent of DCL make less than Rs. 1500 per month. Only 4 percent are found earning more than Rs. 5,000 per month. Out of the total DCL not receiving salary, 58 percent were promised that they will be sent to school. Similarly, 31 percent children are provided food and clothes only and 9 percent do not have any idea about their remuneration.

About 5 percent DCL are unhappy with their current job when it comes to workload. Similarly, 26.5 percent are not satisfied with the current salary level. Salary and work dissatisfaction levels seem to be the same among younger and 14 to 18 years DCL. However, 7 DCL reporting yes to work dissatisfaction had no idea on what can make it satisfactory; and 13 DCL had no idea on what salary level can bring salary satisfaction.

During the survey, each DCL was asked whether they would encourage or discourage another child to work as DCL. Out of the total children, 35 percent reported that they do not advise other children to join as a DCL. Of those advising others to join as DCL, nearly 75 percent said access to school was the main reason and nice environment (43 percent) was the second reason. Similarly, of those not advising DCL work, isolation (57 percent), heavy work load (54 percent) and low payment (21 percent) were the major reasons.

Out of the total, 35 percent reported that they were facing health hazards in the work place. The major health hazards reported were- coughs and colds, fevers, headaches, water-borne diseases, backaches, and chest pains. Further, 50 percent reported cold was the major ailment experienced. About 22 percent said they had to work while they were sick/ unwell.

Push and Pull Factors

Poverty and deprivation among the rural households, and poor educational facilities in rural areas are the major push factors leading to domestic child labor supply. Similarly, breakdown of family or loss of one of the parents triggers children to seek shelter in urban areas as domestics. Prospects for better opportunities for education and urban exposure are also equally important pull factors. Rising urbanization, and need for helping hands when the adults in urban families are participating in job markets is pull factor to lure children to work as domestics.

The majority (55 percent) come from families with more than six members. Birth order has a significant correlation with the likelihood of becoming a child domestic worker: 34% of respondents were born first and 30%, second. Absence of one of the parents or both of the parents seems to be one of the reasons for a child seeking employment as 20 percent of DCL reported loss of father, and 11 percent loss of mother. Dang, Banke and Bardiya are three major sources of DCL supply and, Banke, Kathmandu, Dang are the 3 highest incidence “demand districts”.

Recommendations

Given the socio-economic realities faced by the child labor supplying households, improving the work conditions and relations is what is required in the short run. Indeed, in the long run, no child should be a child laborer rather or have to work for work to be a student and if of legal age, should be protected and properly paid enabling to continue and complete higher education.

At the macro level, poverty alleviation, and wider social protection net to cover vulnerable household is recommended. This will reduce the compulsion such households feel to resort to child labor supply as a solution to their problems. Legal arrangements and child labor law enforcement entrusting child labor related activities to the local bodies such as municipalities and VDCs is required. Related Acts needs commensurate changes to be easier to enforce. Demand side management is suggested by requiring employers to abide by basics such as monthly pay, reduced work load, specific work hours not exceeding 8 hours and not at night/ early morning and provision of schooling facilities to employed children. Local bodies and Trade Unions should monitor the compliance of employers.

At the micro level, targeted interventions in terms of declaring localities child labor free, and its enforcement should be encouraged and supported. Local bodies should monitor use of allocated funds in their annual budget funds aimed at eliminating child labor; schools be provided incentives to handle dropout problems and facilitate child laborers education. In terms of raising awareness against child labor problems, local user groups, mothers' clubs, and employer and employee organizations should be mobilized. Children in schools, for example through child clubs, can play a major role in humanizing child labor relations by defending the rights of DCL employed at home or by neighbours or relatives. Schools should be encouraged to dedicate one day per year to campaign against child labor, by involving children in debating problems and solutions of the child labor problem.

Municipality level detailed studies of DCL should be conducted regularly; this will provide basis for interventions and monitoring at the local level. Also large scale surveys such as Population Census, Labor Force Survey and National Living Standard Survey should be made to include child labor issues. The national level findings will provide foundations for policy level initiatives to combat child labor problems. Similarly, media print, visual and audio sporadically cover child labor issues but now need to be brought into the campaign against child labor to a greater extent.

CHAPTER I

INTRODUCTION

1.1 Background

Child labor is a major economic and social phenomenon in Nepal. Based on various studies conducted under the International Programme on the Elimination of Child Labor/IPEC Time-Bound Programme /TBP, it was estimated that there were 127,143 children working in the worst forms of child labor in 2003-4, as bonded laborers, rag pickers, porters, domestic workers, in mines, in the carpet sector, and those being trafficked. Most children involved in these forms of child labor started working between the ages of 10 and 14. In addition, more than one-third of them were illiterate, and a majority were school dropouts, who had been brought to their present workplace by their parents or relatives. It also appears that they all came from landless and relatively large families. More than 80 percent of children trapped in the worst forms of child labor had migrated for work in their current work places. With the exception of children bonded as agricultural labor and children working as long distance porters in the rural areas of Nepal, the vast majority of children work in urban areas.

Children working in Nepal are a common sight. They work for their own family, and also work for others for payment, such as in private homes and because of this the child and family are allowed to stay rent free in the employer's house.

A large proportion of child work is in the form of unpaid labor. The proportion of wage based child labour is small in comparison while unpaid family child labour is larger - as nearly 80 percent of Nepali population is involved in agriculture and live in rural areas, and all family members including children are engaged in agriculture to earn the families' livelihood. The unpaid family child workers are also vulnerable as they can be deprived of the educational opportunities, health care and their childhood. Child laborers are also often deprived of parental togetherness and care. Consequently, wage child laborers are considered more vulnerable and to be in a worst form of child labor. Lately, due to various interventions, increasing numbers of urban domestic child laborers are participating in schools (Children and Women in Social Service and Human Rights/ CWISH studies).

It was estimated in 2000 that at least one million children in Nepal were working in difficult circumstances, often in exploitative conditions in carpet factories, brick kilns, domestic service, agriculture, plantation, construction, transportation, stone quarry and mines and as migrant laborers (Child Workers in Nepal/CWIN, 2000). By 2008, the number had doubled. It was estimated that there were 2.1 million economically active children in Nepal in 2008 (National Labor Force Survey 2008).

However, this number was 33.9 percent per cent of the total child population aged 5-14 years, down from 40.9 percent a decade earlier.

When the child labor is discussed in line with ILO Convention No. 182 on the Worst Forms of Child Labor, the age range includes all children under 18 years. Clearly, if the 18 years yardstick is applied, the absolute number of economically active children could be expected to increase. This age range concerns the worst forms of child labor and as children who are in the 14-18 age range and who are of legal working age in Nepal, it is not accurately known what percent of economically active children in this age group are in exploitative child labor.

A list of studies and suggested incidence of child labor in various sectors is presented in Table 1.1. Though the studies were conducted about a decade ago these are among the more systematic studies available with larger area coverage and proper sampling.

Table 1.1: Estimate of Child Labor in Various Forms

SN	Worst Form	Source	Estimated Number
1	Girls Trafficking for Prostitution (RA)	KC et al., 2001*	12,000 annually
2	Domestic Child Labor (RA)	Sharma et al., 2001	55,655
3	Child Porterage (RA)	KC et al., 2001	46,029
4	Stone Quarries/Mining (Research)	Sainju, 2002	32,000
5	Coal Mines (RA)	RARA, 1999	115
6	Bonded and Forced Child Labor (RA)	Sharma et al., 2001	17,152
7	Child Labor in Carpet (RA)	KC et al., 2002	7,689
8	Child Rag picking (RA)	KC et al., 2001	3,965
9	Brick Kilns (Research)	Sharma et al., 2003	1,993

*The full references can be found in the 'Reference' section at the end of the report.

According to the recent Nepal Labor Force Survey (NLFS 2008), a total of 2,097,000 children aged 5 to 14 are currently employed working an average of 18 hours per week. Among them highest numbers of children (88.7 percent) were working in agriculture, followed by wholesale and retail trade (1.6 percent), manufacturing (1.4 percent), hotels and restaurants (1 percent), construction (0.3 percent) and private households with employed persons (0.2 percent; only about 4,000 in number) respectively. The NLFS data especially on domestic child laborers seem to be underestimated, as all other sources (for example, Sharma and Sharma (2006) estimates 51,340 urban domestic child laborers in 2003) indicate much higher prevalence of child labor as domestics.

Irrespective of all the efforts to prevent children from entering into the labor market, it is believed that there are significant numbers of children still working in different sectors. However, there is a lack of recent information, (many of the studies mainly ILO IPEC sponsored ones are a decade old) and given the illegal nature of child labor and its rapidly changing nature, it is extremely difficult to get accurate data, and to assess the extent of problems they are facing including elements of labor relationships and exploitation. This study attempts to find out the characteristics of child laborers working in domestic sector to help formulate appropriate policies to protect them from exploitative relationships.

1.2 Objectives of the Study

The study aims to update and analyze the extent and situation of domestic child labor in Nepal. The study has identified push and pulls factors causing children to enter into domestic work and their risk of getting into this worst form of child labor. It also has suggested mechanisms to combat the problems. The specific objectives of the study are as follows:

1. To assess the magnitude and extent of domestic child labor in Nepal. The magnitude of problem includes incidence, type of work, work load, work time (how many hours the DCL are working detailed per type of work) and working condition and environment.
2. To explore and analyze the nature and root causes of the problem and chances of getting in worst form of labor.
3. To explore the family and social context characteristics. This includes laborer's cultural, social and economic characteristics and their family settings.
4. To recommend the guidelines for policy, interventions and programs/projects geared towards progressive elimination/control of domestic child labor.

1.3 Research Design and Methodology

This section presents the study methodology adopted based on the study's conceptual and analytical framework. A cross – sectional descriptive study design was applied to measure the rate of child labor participation in domestic sector. The study has used participatory approach principles and has generated quantitative as well as qualitative information. It used multiple methods of information collection, including review of literature, analysis of policy, field level consultations, stakeholder consultations and surveys of child laborer and the families employing them.

1.3.1 Study Approach

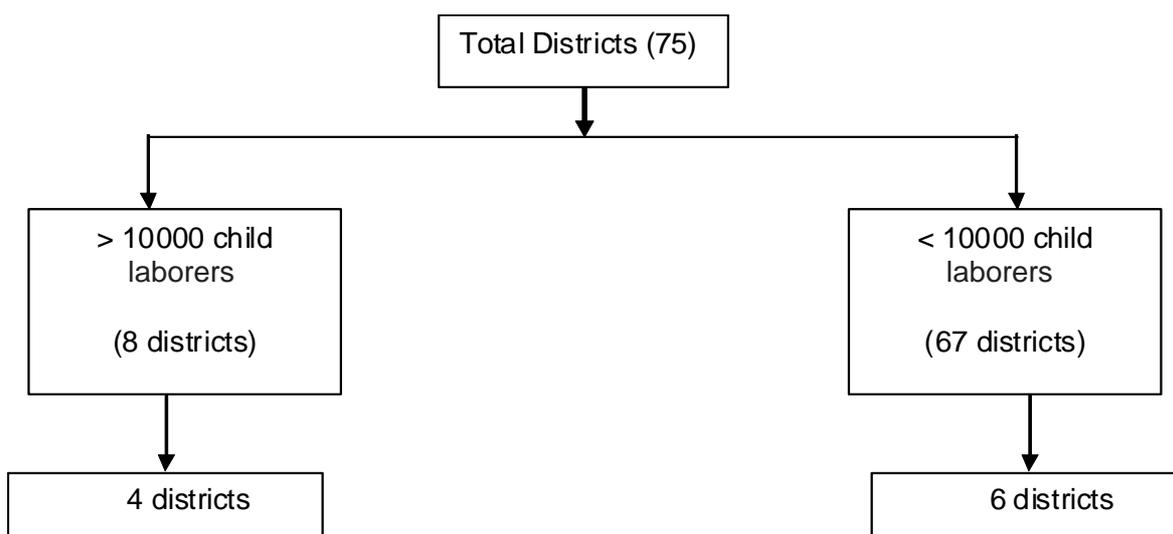
The study has used both quantitative and qualitative information for the rapid assessment of the child laborers working in the domestic sector. The qualitative approach was employed for the purpose of obtaining the perspectives and feelings of the stakeholders, and the respondents. The quantitative component provided statistical data on the actual numbers of children involved in various activities in the domestic sector, and describes these child laborers in terms of their work and related conditions. This information was collected from the small set of door to door surveys from the selected districts in which respondents were identified. The qualitative information were collected by using both person specific and group focused interaction which relied on rapid assessment techniques such as focus group discussion, key informant survey and case studies.

1.3.2 Study Districts

The process of selecting sites for study is central to any study. In 2005 NLA carried out a mapping of child labor based on the work participation of children identified in the 2001 Population Census data. Using the incidence of child labor at the district level, identification of three categories viz. high, medium, and low incidence districts were made in terms of child labor prevalence rate. High incidence districts are those where more than 10,000 child labors were reported; the medium incidence districts have 5,000 to 10,000 child laborers; and the low incidence districts have less than 5,000 child laborers (Annex-I). Districts were selected from each category. Selected districts are Kathmandu,

Makwanpur, Jhapa, Sunsari, Ilam, Kaski, Myagdi, Dang, Banke and Kailali. Among the 10 districts, 4 districts were selected from the high incidence, followed by 6 districts from medium and low incidence respectively. The districts selection was also guided by representation of physiographic (Hills and Terai), urban, semi-urban and rural settings; and the development regions. The process of district and cluster selection is summarized in Figure 1.1.

Figure 1.1: Sampling frame for district selection



1.3.3 Description of Sample Selection

All the municipalities and VDCs of the selected districts were classified into three groups; Urban, Semi-urban and Rural. Using the above classification, municipalities and VDCs were identified for the field survey. Then, one ward was selected randomly from the selected municipalities or VDCs. Selected wards were grouped into different sub wards; into 4, 3 and 2 sub-wards respectively in urban, semi-urban and rural areas. From the selected wards, one sub-ward was randomly selected and all the households in the sub ward were completely enumerated through door-to-door survey to locate the child laborers in the households. These identified child laborers were then interviewed in person.

Mapping studies which were used to identify clusters in the survey wards, were conducted in a participatory manner by involving people from the local community, which made the process more inclusive, empowering and enhanced the quality of the data. Participants were invited from different sectors; international and national non government representatives, school teachers, members of School Management Committees, Mother Groups, Local club members, Female Community Health Volunteer's (FCHVs) etc. After the clusters selection, households were visited with a brief questionnaire.

In the first stage 6,344 households in all the 10 sampled districts were visited. In the second stage, altogether 313 (134 male and 179 female) domestic child laborers (DCL) located in the surveyed households who were identified for the survey, were interviewed. The breakdown of the numbers of selected children working as the domestic laborers is given in Table 1.2.

Two issues stand out in Table 1.2. First, within the sample, female child domestics outnumber male child domestics. The main reason for this is the general preference to having girls doing domestic activities, particularly kitchen work. The second observation is that the incidence of child domestic labor in Myagdi, Makwanpur and Ilam is low. In these districts, especially in Ilam, local initiatives to discourage child labor use were found to have had a positive impact. The local municipality and the NGOs together announced the market centers child labor free, and have set penalties to those employing child laborers. This arrangement seemed to have discouraged employers from hiring child laborers, thus resulting in low incidences.

Table 1.2 : Distribution of Respondents (numbers)

District	Male Child Laborers	Female Child Laborers	Total Child Laborers	Households Enumerated
Dang	23	25	48	652
Banke	39	37	76	671
Kaski	7	13	20	751
Kailali	12	17	29	849
Myagdi	3	4	7	487
Makawanpur	3	9	12	720
Ilam	4	4	8	473
Jhapa	13	12	25	653
Sunsari	7	14	21	1088
Kathmandu	23	44	67	669
Total Number	134	179	313	7,013
Type of Cluster				
Urban	84	95	179	2691
Semi-urban	35	60	95	2164
Rural	15	24	39	2158
Total Number	134	179	313	7,013

1.3.4 Survey Instruments

Two types of questionnaires were used for the study. One type of questionnaire was for the door to door survey of households to identify presence of child laborers and also identify who to interview. The other type of questionnaire was for the child laborer respondents engaged in domestic work. Using this, necessary primary data required for the analysis of child labor in terms of demographic, economic and social characteristics, working environment and factors responsible for children engaging in this work, was collected. Both types of questionnaires were objectively designed and pre-tested before finalization.

Checklists were used to help structure and guide the discussions with the key informants, for group discussions and for observations.

1.3.5 Organization and Management of Field Survey

The following strategies were adopted in the organization of field survey.

1. Ensured the transparency of the study by clearly stating its objectives, and purpose before conducting interviews and in discussions with the stakeholders; and by seeking support from the local people

2. Maintained a low profile and behaved politely with stakeholders
3. Hired local people as enumerators giving preference to those who had experience in administering similar type of surveys
4. Provided intensive training to the supervisors, and later in the field, to the enumerators who were hired in the field/ locally
5. Monitoring and supervision from the professionals in all 10 survey districts.

1.3.6 Data Processing and Analysis

The National Labor Academy/ NLA programmer developed a data entry program (MS Access) after the survey instruments were finalized. An orientation program was organized for the data entry assistants about the program and trial run of the program using data collected during the pre-testing. The data entry assistants edited the instruments before the contents were transferred to computers. The professionals designed the cross tables and provided to data analyst who using appropriate program (SPSS) prepared output tables. Using raw data, the professionals performed required statistical analysis (mainly descriptive analysis).

1.3.7 Limitations of the study

The followings are some of the limitations of the study.

1. It was not possible to observe all the activities of DCL during the study. This study is mainly dependent on the information provided by the DCL during one on one interviews.
2. In some cases – two in Kathmandu, one in Itahari, three in Pokhara - employers did not allow the DCL to participate in the interview. Otherwise, households employing DCL during the survey were cooperative.
3. In 14 households which reported that they employed children as domestic laborers, interviews could not be held because children were visiting their families and because of time constraints it was not possible to re-visit the households.
4. With the number of district and clusters fixed initially, the number of children working as domestic laborers encountered during the door-to-door survey fell short of the expected number (400) to be interviewed. Just 313 were interviewed, but it is considered that this number is representative of urban, semi urban and rural clusters, and is robust enough for analysis and to draw valid inferences from.
5. Though Rapid Assessment, the study has attempted to provide a national estimate of child labor in the sector. It should be taken as indicative till a more comprehensive a scientific national estimate is available.
6. The study is based on primary data collected from ten districts comprising hill and terai. Mountain district could not be included because of the low prevalence of child labor.
7. The Population Census report provides population data for rural and urban Nepal. Semi urban (market centers and near municipality towns) population is equally large and is growing rapidly. Hence, estimate of child labor there is important. For estimation purpose, the population/ households in the semi urban areas is assumed to be equal to the urban households.

CHAPTER II

REVIEW OF THE CONTEXT

2.1 Domestic Child Labor in Nepal

Employing children to perform household activities is an old phenomenon in Nepal. The importance of such labor increased further with the expansion of urban and semi urban areas as well as the change in the living pattern from joint to the nuclear family system. Currently large numbers of DCLs are working in different parts of Nepal and in the absence of the specific legal protection – no national minimum wage and no maximum working hours implemented - they are very vulnerable to exploitation and abuse.

Domestic work is the work associated within the household. DCLs perform a variety of tasks in the household: cooking, cleaning, washing laundry, looking after children, elderly and sick household members, collecting fodder and firewood, gardening and other activities. Such workers are underpaid and poorly regulated/protected by national laws. They are vulnerable to mistreatment, abuse and violence within and outside their workplace. The situation of DCL is hard to determine due to its being an informal sector activity which has its concentration in private households and behind closed doors. It is believed that the situation of such workers is improving gradually over the years and the social perception towards them is positively changing. The pace of change, however, is very slow.

The DCLs in Nepal do not have a specific category of work, or a fixed number of working hours or a set wage system. In recent years, many nuclear families in the urban areas have been employing domestic workers as helping hands to make life easier. In the ILO-IPEC study conducted in 2001 (Sharma et al, 2001) enumerated 2,237 households in several of the wards in Kathmandu, and found 420 domestic child laborers; and 21,191 DCLs were estimated for Kathmandu municipality, using this data.

In a baseline study conducted in 2003, Sharma and Sharma enumerated 781 DCLs in 17,000 households in 10 sampled municipalities, estimating an incidence of 4.6 DCLs per 100 urban households. A 2009 study has estimated 150,000 adults and children working as domestic laborers in different parts of the country especially in urban areas. Similarly, GEFONT in 2007 estimated the adult and child domestic workers at 200,000. Numbers of domestic workers vary as these studies employ different methods of estimation; and more importantly they lump both adult and child domestic workers together. A recent study (GEFONT, 2010) reported child domestics comprising almost two-third in a sample of 288 domestic workers. Recent census studies of domestic child workers by different municipalities for UNICEF found 1,800 children in Nepalgunj; 1,113 in Dang; 1,723 in Kaki; 2,864 in Chitwan and 1,387 in Biratnagar (UNICEF 2011).

2.2 DCL as a Worst Form of Child Labor

According to article 3 of ILO convention No. 182 the definition of the worst forms of child labor comprises:

1. All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict.
2. The use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances.
3. The use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties.
4. Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

The accompanying recommendation (No. 190) draws attention to such cases where children are exposed to:

- physical, psychological or sexual abuse
- work underground, under water, at dangerous heights, confined spaces
- work with dangerous machinery, equipment and tools
- manual handling or transport of heavy loads
- an unhealthy environment exposing workers to hazardous substances, agents or processes, or temperatures, noise levels or vibration damaging to health
- work under difficult circumstances, including long hours, during the night
- unreasonable confinement to the employer's premises.

In Nepal, many employers are of the view that DCL is not a worst form of labor because children are not involved in hazardous or exploitative work. The employers argue that children are better off compared to the lifestyle they would be exposed to at their homes (Sharma, et. al 2001). Although another empirical study conducted (Sharma and Sharma 2003) show that while some DCL may be treated relatively well and lead relatively good lifestyles, others live and work in the most intolerable conditions. DCLs are exposed to hazardous work situations in the kitchen and dishwashing exposes them to water borne diseases. Many DCL are confined to their employer's homes, and do not see their family and friends for years, and they often work for long hours, sometimes until midnight. The risk of sexual or physical abuse in such situations is high. For these reasons the government has identified this as a worst form of child labor in Nepal.

2.3 Socio Economic Situation of Sample Districts

The selected districts for the study are Kathmandu, Makwanpur, Jhapa, Sunsari, Ilam, Kaski, Myagdi, Dang, Banke and Kailali. A brief socio-economic situation of each selected district is presented below. The preliminary population data for the 2011 census is now available but is yet to be analyzed for literacy, landless status and working children information of value in determining the scale of child labor.

1. **Kathmandu:** Kathmandu district is in Central Development Region where the capital of the country lies. It is a valley ringed by low lying hills. In 2001, 1.08 million people lived in the district. That number had grown by 61 percent to 1.7 million by 2011. The total number of households in the district was 234,595 according to the 2001 Population Census (of which 1,80,615 households were landless and 73,717 households were involved in non-farm activities), and this number increased two fold to 469,145 in 2011. The literacy rate in this district was 90 percent for male and 73 percent for female. The total Dalit population was 2.27 percent. A total of 19,461 children below 16 years of age lived with their employers.
2. **Makwanpur:** Makwanpur district is a largely hilly district with some plains in the south which lies in the Central Development Region. In 2001, its population was 3,89,751 with 71,069 households, with 12,463 households involved in non-farm activities and 12,068 landless. By 2011, the population reached 427,494, an increase of almost 11%. Statistics also show that 66 percent male and 44 percent female of the district were literate in 2001. The Dalit population was 4.26 percent and 5,048 children lived with their employers.
3. **Jhapa:** Jhapa lies in the plains area of the Eastern Development Region. Its 632,177 strong population lived in 1,25,942 households of which 48,977 were landless and 41,783 were involved in non-farm activities. By 2011, the population had grown to 810,636. Literacy rates for males was 78 percent and for females, 60 percent in 2001. Dalit population was 9.99 percent of the total population and 11,533 children lived with their employers.
4. **Sunsari:** Sunsari District lies in the eastern Terai region. Its 623,226 residents lived in 120,185 households, of which 61,898 (52%) were landless and 42,015 (5%) involved in non-farm activities. By 2011, the population had increased 12.1% to 751,125. About 69% of males and 48% of females were literate. The number of children under 16 years of age living with their employers was 10,839 and Dalits comprised 14.25% of the total population.
5. **Ilam:** Ilam District is situated in the eastern hills. The total population of the district was 282,107 in 2001, grown just 4.6% to 295,824 in 2011. Of its 54,561 households, 6,336 (12%) were landless and 8,746 (16%) involved in non-farm activities. The Dalit population was 5.44% of the total population and 4,486 children below the age of 16 years were living with their employers.
6. **Kaski:** Kaski District is in the Western Development Region. It lies in the hilly region but consists of a large valley in the centre, where Pokhara, the second largest city in the country, is found. The 378,210-strong population lived in 85,065 households, of which 36,622 (43%) were landless and 26,326 (31%) involved in non-farm activities. The district saw huge leap in population over the last decade—29%—and reached 490,429 in 2011. Literacy rates for males and females were 86% and 65% respectively. The population of Dalits was 15.97% percent of the total and 6,971 children under the age of 16 were living with their employers.
7. **Myagdi:** Myagdi District lies in the hills of the Western Development Region. Its population was 114,085 in 24,430 households in 2001. Like many eastern and central hill districts, it saw its population decline marginally (0.63%) over the last decade. The number of landless was 2,949 (12%) and the number involved in non-farm activities, 4,602 (19%). The literacy rates for males and females were 73% and 51% respectively. Dalits comprised 22.83% of the total population and 2,130 children below 16 years of age were living with their employers.
8. **Dang:** Dang is in the plains area of the Mid-Western Development Region. In 2001, its population of 460,762 lived in 82,488 households, of which 14,344 (17%) were landless and 13,845 (17%) involved in non-farm activities. The population increased by slightly more than one-fifth over the last decade, reaching 557,852 in 2011. About 69% of males and 48% of

females were literate. Of the total population, Dalits constituted 10.93%. Altogether 5,785 children under the age of 16 were living with their employers.

9. **Banke:** Banke District lies in the mid-western plains. Its headquarters, Nepalgunj, is the fourth largest city in the country. Its 385,009 people live in 67,248 households, of which 21,719 (32%) were landless and 23,255 (35%) involved in non-farm activities. By 2011, the population had increased 27.8% to 493,017. Just 61% of males and 43% of females were literate. The Dalit population was 10.65% of the total population and 6,057 children under 16 years of age were living with their employers.
10. **Kailali:** Kailali District falls in the Terai area of the Far Western Development Region. Its headquarters, Dhangadhi, is the largest city in this region. The population of this district was 614,691. Of the 94,395 households, 17,719 and 17,676 (approximately 19% each) were landless and involved in non-farm activities respectively. The literacy rates were 66% for males and 43% for females. Dalits comprised 13.09% of the total population and 12,721 children under the age of 16 were living with their employers in 2001.

2.4 Economic Context of Nepal

A small, landlocked country in South Asia, Nepal is one of the least developed countries of the world. The country's per capita income is US\$ 568 in 2010 (Economic Survey 2009/10). Per capita incomes have been growing at little over 2 per cent per annum in constant price over the last 3 decades. Out of 25 million close to six million people are currently estimated to be living in absolute poverty.

Agriculture dominates the Nepalese economy. In 2009/10, agriculture's share of GDP was around 33 per cent (Economic Survey 2010). More significantly, more than 80 percent of the country's households cultivate some land and more than half the country's population derive their major income from agriculture.

2.5 Educational Services Provided to Child Laborers in the Study Area

There has been limited systematic efforts in the study districts to ensure that child laborers have access to education. The District Education Offices have no special programs for child laborers but government schools are in theory able to provide incentives such as scholarships or support under the Education Guarantee Scheme for such children as are eligible and in many areas has non-formal education classes. In areas where CBOs and NGOs are working for child laborers, children are assisted in gaining access to educational facilities. In most cases it was employers, especially in case of domestic child laborers, who were found helping children in school enrolment and bearing the schooling expenses.

2.6 Child Protection System

At the district level, there are District Child Welfare Boards (DCWB) and they are mandated to work towards protection of children. Works and interventions on children issues including child labor are implemented in coordination with DCWB. The DCWBs have meager funds allocated from the Central Child Welfare Board which is used for administrative purposes; but its role in coordinating district level players of children issues is important. Most interventions are expected to be done through government line agencies, schools, the Women and Children's Service Centre of the police, through local government such as VDCs and municipalities or by NGOs and other civil society groups.

2.7 Description of Institutional Framework

2.7.1 Legislation

The Interim Constitution of Nepal 2007 includes provisions to protect the interests of children by conferring on them fundamental rights. Article 29 of the Constitution guarantees the right against exploitation. It prohibits any kind of exploitation in the name of any custom, tradition and in any manner whatsoever. The article also prohibits the traffic of human beings, slavery or servitude. The Constitution also prohibits any kind of forced labor. The Labor Act of 1992 and the Children's Act in the same year makes the employment of children below the age of 14 in establishments with ten or more workers, illegal. However, as child labor use is rampant in informal sectors such as households, the legal provisions have remained largely unimplemented.

The Government of Nepal ratified the 1989 UN Convention on the Rights of the Child in 1990. Besides forming a separate Ministry of Women, Children and Social Welfare, the Children's Act was introduced in 1992 to provide 'a comprehensive national legal framework' for the rights of the child. The Child Labor (Prohibition and Regularization) Act (1999) not only defines different types for work, but also prohibits the employment of children under the age of 16 in hazardous sectors. The Government also ratified the ILO's Minimum Age Convention No. 138 in 1997 and ILO Convention No. 182 on Worst Forms of Child Labor in 2002.

2.7.2 History of Child Labor

It is mainly poor households which supply well-off households in both rural and urban areas with child laborers to perform domestic and agricultural activities. The Kamahari/Kamalari systems of slavery and the Kamaiya system of bonded labor required both children and adults to toil for the "masters". While these systems have been banned, children are still sent to work in the domestic sector in order to ease family economic problems and in to access educational opportunities. The concentration of child laborers in urban areas is mainly due to urban-rural disparity in opportunities. In addition, the conflict in the recent past also encouraged parents from the conflict affected areas to send children to safer areas, mostly in the cities, where they ended becoming workers.

2.7.3 Past Plans and Programmes for Eliminating Child Labor

The nation's first major project on child labor elimination was the IPEC, which was launched in 1995 when the Government of Nepal signed a Memorandum of Understanding with the International Labor Organisation (ILO). After Nepal's ratification of C182 in 2002, ILO/IPEC implemented the Time-Bound Programme (TBP) to assist in implementing the Convention by identifying the worst forms of child labor and to develop specific plans for their eradication. It led to identify seven sectors as a worst form of child labor that should be eliminated (ILO/IPEC 2006). Those seven sectors are domestic labor, portering, bonded labor, trafficking (for sexual or labor exploitation), rag picking (recycling), carpet sector and mining and stone quarries.

Since then the United States Department of Labour (USDOL) has supported several major child labor programs in Nepal. The Brighter Futures Program – Combating Exploitative Child Labor Through Education in Nepal (2002-2009) through which World Education and NGO partners

provided services to 43,291 child labourers and 72,000 children at risk. This initiative provided educational services to remove children from child labour in 32 districts. It currently supports the Naya Bato Naya Paila project implemented by World Education and its NGO partners that has so far supported more than 6,577 child laborers and is addressing the supply by providing more than 4,569 children at risk with an education source communities for prevention. USDOL also supported ILO to implement projects to combat bonded child labor especially in agriculture and domestic servitude. It also supported Winrock's Circle project and ILO's regional project to address the trafficking of children.

The Government also initiated drafting of Action Plans specifically aimed at the protection and overall development of children in Nepal. The first "National Plan of Action for Children" was developed in 2004, in which 'Child Labor' is one of the main issues addressed. The government committed itself "to taking immediate and effective time-bound measures to eliminate the worst forms of child labor, rehabilitate children of the worst forms of child labor and prevent other vulnerable children from becoming child labor".

To follow up on agreements made in the context of ILO/IPEC's Time-Bound Programme, the Government introduced the National Master Plan on Child Labor (2004-2014) in 2004. Nepal's National Master Plan on Child Labor defines child labor as "work or activity carried by children below the ages as defined by the constitution of the country and as explained in the Children Act and Labor Act". The master plan made permissible all light work done by children below 14 years, and all forms of employment not involving physical and mental hazards carried out by children below 16 years. If work involves physical or mental hazards it cannot be carried out by anyone below 18 years.

The National Master Plan on Child Labor divides all forms of child labor into two categories: (a) *General forms* of child labor: activities in the agriculture sector and employment in the service sector not involving physical hazards, and (b) *Worst forms* of child labor. Worst form of child labor includes:

- Activities violating fundamental human rights, slavery, and bonded labor;
- Employment (including informal) in the service sector that are hazardous to physical and mental health of children, such as rag picking, porting, domestic service, bars and restaurants, transportation, and auto repairs;
- Employment in the manufacturing sector such as carpet industry, brick and tile kilns, match factories, and leather tanneries;
- Mines and quarries such as coal, magnesite, sand and red soil mines, and stone and slate quarries;
- Activities in the agriculture sector in which children are exposed to chemicals such as pesticides and fertilisers [Government of Nepal 2004a:2-3]

2.7.4 Organizations Addressing the Needs of Child Laborers

There are many organizations working for the elimination of child labor in Nepal, including community based organizations (CBOs), non-governmental organizations (NGOs), international donor agencies, and the Government. Major international agencies supporting organizations working in child labor issues include ILO, World Education, Plan Nepal, Save the Children, UNICEF, GTZ, and Rugmark. Trade Unions and Employers' Unions are yet to emerge as key players in the elimination of child labor.

Chapter III

SURVEY FINDINGS

3.1 Background

This chapter presents and discusses the survey results of the rapid assessment of child labor in the domestic sector conducted in 10 of Nepal's 75 districts. The information was collected from 313 domestic child laborers (179 girls and 134 boys). The number of girl child laborers respondents exceeds that of boys, reflecting the overall gender disparity and reflecting a local preference for girls in domestic work. Survey findings are based on the information collected from DCLs located during the door-to-door survey of households in the selected clusters of the sample districts. Analysis of demographic, socioeconomic, working environment and working situation of child laborers engaged in domestic work are discussed. A few case studies collected during the field survey are also presented.

3.2 Origin Districts of Child Laborers in the Domestic Sector

DCLs interviewed in the 10 survey districts came from 54 (origin) districts of Nepal and from India as well (Table 3.1 and Annex III). The most DCLs have reported Dang (10.5 percent) as their origin district followed by Banke (9.6 percent), Bardiya (6.7 percent), and Jhapa (6.1 percent). By gender, maximum numbers of female child labor come from Bardiya (11.7 percent) while those of males came from Dang district (11.2 percent).

Dang, Banke and Bardiya are the top three districts from where child domestics are being supplied (also corroborated by information in Annex III). Incidentally in these districts the practice of Kamaiya system was in place, under which sending children to masters' house was part of Kamaiya contract. The Kamaiya system was banned by law in 2002, but child labor supply from poor ex- Kamaiya Tharu households still seems to be continuing.

Table 3.1: Origin District of Domestic Child Laborers

Districts	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Dang	4	5.3	9	9.1	11	19.0	9	11.3	15	11.2	18	10.1	33	10.5
Banke	7	9.2	14	14.1	2	3.4	7	8.8	9	6.7	21	11.7	30	9.6
Bardiya	5	6.6	6	6.1	6	10.3	4	5.0	11	8.2	10	5.6	21	6.7
Jhapa	8	10.5	5	5.1	4	6.9	2	2.5	12	9.0	7	3.9	19	6.1

Districts	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Sunsari	1	1.3	7	7.1	4	6.9	4	5.0	5	3.7	11	6.1	16	5.1
Kailali	5	6.6	4	4.0	1	1.7	3	3.8	6	4.5	7	3.9	13	4.2
Makwanpur	1	1.3	5	5.1	1	1.7	5	6.3	2	1.5	10	5.6	12	3.8
Dhading	1	1.3	2	2.0	3	5.2	4	5.0	4	3.0	6	3.4	10	3.2
Chitwan	2	2.6	5	5.1	1	1.7	2	2.5	3	2.2	7	3.9	10	3.2
Rolpa	4	5.3			3	5.2	2	2.5	7	5.2	2	1.1	9	2.9
Morang			4	4.0	2	3.4	2	2.5	2	1.5	6	3.4	8	2.6
Sarlahi	4	5.3	2	2.0	1	1.7			5	3.7	2	1.1	7	2.2
Surkhet	2	2.6	1	1.0			4	5.0	2	1.5	5	2.8	7	2.2
Salyan	2	2.6	3	3.0	2	3.4			4	3.0	3	1.7	7	2.2
Ilam	1	1.3	1	1.0	3	5.2	2	2.5	4	3.0	3	1.7	7	2.2
Baitadi	1	1.3	3	3.0	2	3.4			3	2.2	3	1.7	6	1.9
Kaski	3	3.9			1	1.7	1	1.3	4	3.0	1	0.6	5	1.6
Rupandehi	2	2.6					3	3.8	2	1.5	3	1.7	5	1.6
Dhanusha	1	1.3	4	4.0					1	0.7	4	2.2	5	1.6
Pyuthan			1	1.0			3	3.8			4	2.2	4	1.3
Jajarkot	4	5.3							4	3.0			4	1.3
Doti	2	2.6	1	1.0			1	1.3	2	1.5	2	1.1	4	1.3
Sindhupalchowk	1	1.3			1	1.7	2	2.5	2	1.5	2	1.1	4	1.3
Jumla							3	3.8			3	1.7	3	1.0
Saptari	2	2.6					1	1.3	2	1.5	1	0.6	3	1.0
Sankhuwasabha	1	1.3	1	1.0			1	1.3	1	0.7	2	1.1	3	1.0
Dadeldhura	1	1.3			1	1.7	1	1.3	2	1.5	1	0.6	3	1.0
Tanahau			1	1.0	1	1.7			1	0.7	1	0.6	2	0.6
Rautahat							2	2.5			2	1.1	2	0.6
Ramechhap			1	1.0	1	1.7			1	0.7	1	0.6	2	0.6
Nawalparasi			1	1.0	1	1.7			1	0.7	1	0.6	2	0.6
Bajhung			2	2.0							2	1.1	2	0.6
Udaypur			1	1.0	1	1.7			1	0.7	1	0.6	2	0.6
Syangja			1	1.0			1	1.3			2	1.1	2	0.6
Parsa			1	1.0	1	1.7			1	0.7	1	0.6	2	0.6
Kapilbastu			2	2.0							2	1.1	2	0.6
Sindhuli							2	2.5			2	1.1	2	0.6
Kavre							2	2.5			2	1.1	2	0.6
Kanchanpur			2	2.0							2	1.1	2	0.6
Humla			1	1.0	1	1.7			1	0.7	1	0.6	2	0.6
Gorkha							2	2.5			2	1.1	2	0.6
Dailekh	2	2.6							2	1.5			2	0.6
Dolakha	1	1.3	1	1.0					1	0.7	1	0.6	2	0.6
Rukum	1	1.3					1	1.3	1	0.7	1	0.6	2	0.6
Achham	1	1.3	1	1.0					1	0.7	1	0.6	2	0.6
Myagdi	1	1.3					1	1.3	1	0.7	1	0.6	2	0.6
Dhankuta	1	1.3			1	1.7			2	1.5			2	0.6
Lalitpur			1	1.0							1	0.6	1	0.3
Darchula					1	1.7			1	0.7			1	0.3
Nuwakot			1	1.0							1	0.6	1	0.3
Arghakhanchi							1	1.3			1	0.6	1	0.3
Lamjung			1	1.0							1	0.6	1	0.3
Bara							1	1.3			1	0.6	1	0.3
Okhaldhunga			1	1.0							1	0.6	1	0.3
India	4	5.3	1	1.0	1	1.7			5	3.7	1	0.6	6	1.9
Don't know			1	1.0			1	1.3			2	1.1	2	0.6

3.3 Basic characteristics

Children do various tasks, including fetching water, collecting fuels and fodder, caring for younger siblings, working in the kitchen and cleaning utensils. Domestic service, being invisible compared to other kind of work, makes children more vulnerable to abuse and exploitation. In the Nepalese situation, the Child Labor Act defines a child as one who is below the age of sixteen. It prohibits the engagement of child below fourteen years of age in anything but light work. However, child labor has often been accepted as an integral part of the economy in the society. For many children in Nepal, the workday starts at dawn and extends late into the evening. Every day is a day of hard work and many are deprived of their basic rights to protection, participation and development as enshrined in Convention on Rights of the Child.

Out of the total DCL sample the majority (57 percent) are female. Their age ranges from 6 to 18 years. A significant numbers of child laborers (42.5 percent) are below 14 years of age.

DCL come from different caste and ethnic groups. *Janajati* represents the highest percentage (47 percent) followed by Bramin/Chhetri (39 percent) Dalits (7.3 percent), Terai castes (6 percent) and Muslims (1.3 percent). *Janajati* and Brahmin/Chhetri together account for 86 percent of DCL. Dalits account about 7.3 percent of domestic child laborers this is probably owing to the weakening social hierarchy dictating that Dalits are impure, hence not preferred for kitchen and household chores. In earlier Rapid Assessment Sharma et al (2001) has not reported the incidence of Dalit domestic child laborers, while in a baseline study of municipalities Sharma and Sharma (2006) has reported 7 percent of DCL as Dalits. The low percentage of DCL from Terai castes and Muslims is difficult to explain and requires further study.

Out of the total respondents, 85 percent reported that their family own a house and 15 percent reported that they do not have their own house. 20 percent of DCL said that their families had migrated to the place of DCL origin within the last 10 years.

More than half of the respondents (53 percent) have their births registered; while 23 percent of DCL said that birth is not registered and 24 percent reported that they are unaware on their birth registration status. 3 (1 percent) of DCL surveyed are married, and one of them reported living together with the spouse (Table 3.2).

Table 3.2: Background Characteristics

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Sex														
Male	53	39.8			81	45			134	100.0			134	42.8
Female			80	60.2			99	55.0			179	100.0	179	57.2
Caste														
<i>Janajati</i>	22	16.5	32	24.1	41	22.8	51	28.3	63	47.0	83	46.4	146	46.6
Brahmin/Chhetri	23	17.3	36	27.1	30	16.7	33	18.3	53	39.6	69	38.5	122	39.0
Dalit	5	3.8	6	4.5	3	1.7	9	5.0	8	6.0	15	8.4	23	7.3
Terai Caste	2	1.5	6	4.5	6	3.3	4	2.2	8	6.0	10	5.6	18	5.8
Muslim	1	0.8			1	0.6	2	1.1	2	1.5	2	1.1	4	1.3

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Own house														
Yes	45	33.8	64	48.1	69	38.3	88	48.9	114	85.1	152	84.9	266	85.0
No	8	6.0	16	12.0	12	6.7	11	6.1	20	14.9	27	15.1	47	15.0
Migration (within 10 yrs)														
Yes	9	6.8	20	15.0	14	7.8	21	11.7	23	17.2	41	22.9	64	20.4
No	44	33.1	60	45.1	67	37.2	78	43.3	111	82.8	138	77.1	249	79.6
Birth registration														
Yes	29	21.8	33	24.8	54	30.0	50	27.8	83	61.9	83	46.4	166	53.0
No	13	9.8	19	14.3	16	8.9	23	12.8	29	21.6	42	23.5	71	22.7
Don't Know	11	8.3	28	21.1	11	6.1	26	14.4	22	16.4	54	30.2	76	24.3
Marital status														
Yes					2	1.1	1	0.6	2	1.5	1	0.6	3	1.0
No	53	39.8	80	60.2	79	43.9	98	54.4	132	98.5	178	99.4	310	99.0
If yes, living with														
Yes					1	33.3			1	50.0			1	33.3
No					1	33.3	1	33.3	1	50.0	1	100.0	2	66.7

Box 1: Impact of Child Labor Interventions

Particularly in Kailali and Dang, employers were found unwilling to employ Tharus as domestic child labor because of consistent interventions from Tharu activists. Similar interventions are contributing in elimination of Kamaiya and Kamalari systems. To replace the shortage of DCL, the children of Dalit and Muslim families are increasingly being employed as DCL.

3.4 Family Background

Empirical evidence from previous study indicates that parents play an instrumental role in sending their children to work as DCL. To examine their reasons for doing so, the respondents were asked questions on the family size and parental situations. Although it was not possible to examine whether family vulnerability can be said to be the main cause for child labor in-depth, the data generated does support the pervasive argument in the case of domestic child laborers.

The majority (55 percent) of the respondents come from families with more than six members. Being first or the second child in the family carried more risk of becoming DCL; 34 percent of the respondents were of first birth order and 30 percent second among the siblings. Loss of parents also can lead to families and children to seek work as DCL to supplement family income. 20 percent of DCL reported loss of father, and 11 percent loss of mother. DCL reporting father deserting is 3 percent, and mother deserting is 5.4 percent (Table 3.3). In all 39.3 percent of children had lost a parent. Absence of one of the parents or both of the parents seems to be one of the reasons for a child seeking employment.

Table 3.3: Family background

Description	Number	Percent
Number of family member		
Less than 6	142	45.4
6 and above	171	54.6
Father		
Father dead	62	19.8
Father alive	242	77.3
Father deserted	9	2.9
Mother		
Mother dead	35	11.2
Mother alive	261	83.4
Mother deserted	17	5.4
Child as per the order of birth		
First Child	107	34.2
Second Child	95	30.4
Third Child	46	14.7
Fourth Child and above	65	20.8
Total	313	100

3.5 Economic Background

Nearly 63 percent of DCLs families own farmland. For 48 percent of families daily wage earning was the main source of income, and for 37 percent of families, it is farming. These two together, are main sources of income for 85 percent of DCL families. For DCL of up to 14 years, farming is the main source for 29 percent, while for 15-18 years DCL farming is main source for 48 percent. There is a marked difference in the importance of farming and wage income as important sources when DCL are grouped up to 14 and 15-18 years. Daily wage work is main source for 55 percent of up to 14 DCL, and 38 percent of 15-18 DCL. This data suggest families relying on daily wage labor opportunities are more likely to send younger children into domestic work whereas farming families are able to delay this entry into child labor until they are older. As the second important source of livelihood farming and wage work also dominate.

Indebtedness is one of the factors to probe when assessing family vulnerability and the incidence of DCL. Indebtedness may be correlated with a high incidence of child labor. However, in this data sample, the tendency of borrowing loan and advance during work is low and not highly significant statistically among the families of DCL. Just about 16 percent respondents reported clearly that their parents were indebted, whereas 36 percent could not tell about family's debt status.

Of the DCL who reported that the family is in debt (51 DCL), almost one third (16 DCL) were aware that their family have borrowed from the current employer. About 5 percent of DCL families have borrowed from the employers of the child.

Apart from the debt incurred, DCL were also asked whether families have taken advance from the employers. Here, 27 DCL reported that families have taken advance; and 46 told that they did not know about it. Accepting the reporting by the DCL, almost 9 percent of DCL are probably working to pay back the advances taken by their families. The loans and advances can result in them being forced to compromise on work conditions and work relations; and may conceal elements of bondage.

The number of DCL families according to the amount of advances raised is also reported in the table. As one can expect, almost one fourth of DCL could not tell the amount taken as an advance. Almost one third told that it is above Rs 2,500 (Table 3.4). These advance payments are deducted from the subsequent earnings of DCL.

Table 3.4: Economic background of DCL family

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Cultivated land														
Yes	33	24.8	44	33.1	53	29.4	67	37.2	86	27.5	111	35.5	197	62.9
No	20	15.0	36	27.1	28	15.6	32	17.8	48	15.3	68	21.7	116	37.1
Main income source														
Farming	15	11.3	21	15.8	37	20.6	43	23.9	52	16.6	64	20.4	116	37.1
Service	4	3.0	5	3.8	8	4.4	10	5.6	12	3.8	15	4.8	27	8.6
Trade	5	3.8	2	1.5	1	0.6	5	2.8	6	1.9	7	2.2	13	4.2
Wage	28	21.1	49	36.8	32	17.8	40	22.2	60	19.2	89	28.4	149	47.6
Foreign employment	1	0.8	3	2.3	2	1.1			3	1.0	3	1.0	6	1.9
Alone					1	0.6	1	0.6	1	0.3	1	0.3	2	0.6
Secondary income source														
Farming	14	22.6	11	17.7	14	14.6	9	9.4	28	17.7	20	12.7	48	30.4
Service	1	1.6	3	4.8	6	6.3			7	4.4	3	1.9	10	6.3
Trade	3	4.8					8	8.3	3	1.9	8	5.1	11	7.0
Daily wage	14	22.6	15	24.2	27	28.1	31	32.3	41	25.9	46	29.1	87	55.1
Religious services			1	1.6			1	1.0			2	1.3	2	1.3
Loan														
Yes	8	6.0	20	15.0	7	3.9	16	8.9	15	4.8	36	11.5	51	16.3
No	23	17.3	25	18.8	52	28.9	49	27.2	75	24.0	74	23.6	149	47.6
Don't Know	22	16.5	35	26.3	22	12.2	34	18.9	44	14.1	69	22.0	113	36.1
If yes, with owner														
Yes	3	10.7	5	17.9	4	17.4	4	17.4	7	13.7	9	17.6	16	31.4
No	4	14.3	10	35.7	3	13.0	11	47.8	7	13.7	21	41.2	28	54.9
Don't Know	1	3.6	5	17.9			1	4.3	1	2.0	6	11.8	7	13.7
Advance taken														
Yes	3	2.3	8	6.0	6	3.3	10	5.6	9	2.9	18	5.8	27	8.6
No	37	27.8	55	41.4	67	37.2	81	45.0	104	33.2	136	43.5	240	76.7
Don't Know	13	9.8	17	12.8	8	4.4	8	4.4	21	6.7	25	8.0	46	14.7
Advance taken, NRS														
Upto 1000			1	9.1							1	3.7	1	3.7
1001 to 2500	1	9.1	5	45.5	1	6.3	5	31.3	2	7.4	10	37.0	12	44.4
2501 to 5000					2	12.5	1	6.3	2	7.4	1	3.7	3	11.1
5001 and above	2	18.2			1	6.3	2	12.5	3	11.1	2	7.4	5	18.5
Don't know			2	18.2	2	12.5	2	12.5	2	7.4	4	14.8	6	22.2

Box 2: Sarada has to work due to debt

Sarada Mandal (name changed) was born in Kadamaha Village Development Committee of Morang district. She is 12 years old, and is a clever girl. Her father died due to asthma despite continuous treatment. Her mother used to purchase medicines for her father with the money borrowed from others. After her father's death, the family faced an economic crisis. Then her mother sent Sarada in a house to work as a domestic worker, Sarada has been working in this house since the last 3 years.

Sarada has three younger sisters of age 7, 9 and 10 years. Sarada cannot speak and understand Nepali. The employer has assured that she will be admitted to the school in Duhabi once she is used to Nepali language. The employer has no children. They love Sarada. She seemed happy with food, clothing, stationery and other basic needs. At present, she goes with her employer to the training center where she is learning the lace making, crochet style.

The employer does not give a salary to Sarada on a monthly basis. However, the mother collects money from the employer whenever she visits.

3.6 Triggering factors to join as DCL

The root causes of DCL are multiple and multifaceted. Poverty and its feminization, social exclusion, lack of education, gender, caste and ethnic discrimination, domestic violence, displacement, rural-urban migration and loss of parents, are just some of the multiple “push factors” for child domestic workers in Nepal. Increasing social and economic disparities, debt bondage, the perception that the employer is simply an extended “family” and provides a protected environment for the child, the increasing need for the women of the household to have a “replacement” at home that enables more of them to enter the labor market, and the illusion that domestic service gives the child labor an opportunity for education, are some of its “pull factors”.

In Table 3.5 triggering factors that pushed children to join domestic work are reported. Here, common factors such as poverty are not considered triggering factors. Special events such as marriage, death and feud in family are considered as triggering. One fourth of DCL said, yes to triggering factors leading to DCL work choice. Of 84 DCL saying ‘yes’, 48 (57 percent) reported event of death in the family as push factor. Next important factors were parents’ separation (12 percent) and parent remarrying (12 percent). Feud between parents (9.5 percent) and civil war effect (5 percent) were other factors pushing children to join DCL work. There seems to be no major differences in the factors or importance of particular event by the age cohorts.

Table 3.5: Triggering factor to join work

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Any reason to come here														
Yes	11	8.3	25	18.8	21	11.7	27	15.0	32	10.2	52	16.6	84	26.8
No	42	31.6	51	38.3	59	32.8	71	39.4	101	32.3	122	39.0	223	71.2
Don't know			4	3.0	1	0.6	1	0.6	1	0.3	5	1.6	6	1.9
If yes, reason														
Marriage							2	4.2			2	2.4	2	2.4
Death	9	25.0	11	30.6	14	29.2	14	29.2	23	27.4	25	29.8	48	57.1
Long term sickness			1	2.8	1	2.1			1	1.2	1	1.2	2	2.4
Parents separation			2	5.6	2	4.2	6	12.5	2	2.4	8	9.5	10	11.9
Parents remarrying	2	5.6	3	8.3	2	4.2	3	6.3	4	4.8	6	7.1	10	11.9
Parents feud			6	16.7	1	2.1	1	2.1	1	1.2	7	8.3	8	9.5
Civil war affected			2	5.6	1	2.1	1	2.1	1	1.2	3	3.6	4	4.8

Box 3: Manjita left home due to drunkard father

Manjita Chaudhary (name changed), along with six family members used to live in a rental house in Itahari since they did not have their own house. Her father was a rickshaw puller and used to come back drunk in the evenings. He used to beat her mother and scold the children too. He used to beat and scold Manjita often and made her leave school. Due to his low income and livelihood problems, there used to be frequent quarrels between him and Manjita's mother. Finally due to the abusive behavior of her father, the mother left home taking the youngest sister with her and went to live in the home of Bandana. Bandana is a friend of Manjita's current employer. Manjita's younger sister had already gone to Ilam for domestic work. Manjita also joined her mother, running away from Itahari, when she could no longer tolerate the violent behavior of her father. After sometime Bandana managed to go to her friend's house for work. Then Manjita joined as domestic worker with the current employer. At present, she is happy with the behavior of her employer. She further expressed that the employer treats her like his own daughter and has promised to send her to school from the coming session. She does not get a salary on a monthly basis but her mother receives financial support from time to time.

3.7 Activities in Domestic work

The DCL are provided with shelter, food and perceived protection along with minimal wages (in cash or in kind) at the employers' house. Altogether 7 types of activities were identified. In return they carry out a variety of household chores and tasks for their employers. They are responsible for 1/. Dishwashing 2/. Serving food 3/. Kitchen work, 4/. Washing clothes, 5/. House cleaning 6/. Childcare and 7/. Marketing. Dishwashing (43 percent), kitchen work (36 percent), house cleaning (14 percent) and childcare accounts for (5 percent). By age, half of DCL aged 15-18 reported kitchen work as main work, while only 23 percent of up to 14 years DCL reported kitchen work as

the main work. For younger DCL, dishwashing was important, half of them reported dishwashing as the main task.

About 5% of the DCL employed with one employer also work for another employer. This part time working is usually when the DCL is not residential, or the DCL is sent to work for others by the employer, and it indicates a new trend not reported in earlier researches. General Federation of Nepal Trade Union/ GEFONT (2010) reported that adult domestic workers also do part-time work.

DCL were also asked since when they are with the current employer. One fourth DCL are working for the current employer for 3 or more years. Those in work since less than 6 months accounted for 18 percent of identified DCL. When the age of DCL and the duration of current employment are viewed together, it seems job changes among DCLs are not common and they stay with the same employer. As one fourth of DCL of age up to 14 years reported their current work since 25 months and more, children are inducted as DCL at an early age.

The majority (84 percent) of DCL were at school or at home doing own household chores before joining DCL work. Almost 10 percent of DCL had a history of working as DCL before. This indicates that mobility is possible within the sector, with children switching from one employer to other probably seeking better terms. Only 3 percent were wage workers and 2 percent were teashop employee before joining the current DCL work (Table 3.6).

Table 3.6: Activities and work history of DCL

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Main activities														
Kitchen work	7	5.3	15	11.3	31	17.2	58	32.2	38	12.1	73	23.3	111	35.5
Dishwashing	25	18.8	49	36.8	22	12.2	37	20.6	47	15.0	86	27.5	133	42.5
Childcare	4	3.0	9	6.8	1	0.6	2	1.1	5	1.6	11	3.5	16	5.1
Washing clothes					2	1.1			2	0.6			2	0.6
House cleaning	13	9.8	6	4.5	22	12.2	2	1.1	35	11.2	8	2.6	43	13.7
Work at shop	2	1.5	1	0.8	1	0.6			3	1.0	1	0.3	4	1.3
Cow boy	2	1.5			2	1.1			4	1.3			4	1.3
Working months														
Less than 6 months	8	6.0	21	15.8	16	8.9	10	5.6	24	7.7	31	9.9	55	17.6
6 to 12 months	20	15.0	25	18.8	13	7.2	19	10.6	33	10.5	44	14.1	77	24.6
1 to 2 years	12	9.0	20	15.0	15	8.3	21	11.7	27	8.6	41	13.1	68	21.7
2 to 3 years	6	4.5	5	3.8	8	4.4	16	8.9	14	4.5	21	6.7	35	11.2
More than 3 years	7	5.3	9	6.8	29	16.1	33	18.3	36	11.5	42	13.4	78	24.9
Working also another place														
Yes	2	1.5	4	3.0	1	0.6	8	4.4	3	1.0	12	3.8	15	4.8
No	51	38.3	76	57.1	80	44.4	91	50.6	131	41.9	167	53.4	298	95.2
Job before current place														
School	34	25.6	44	33.1	49	27.2	54	30.0	83	26.5	98	31.3	181	57.8
Household chores	15	11.3	22	16.5	19	10.6	25	13.9	34	10.9	47	15.0	81	25.9
Teashop	1	0.8			3	1.7	2	1.1	4	1.3	2	0.6	6	1.9
Brick factory					1	0.6	1	0.6	1	0.3	1	0.3	2	0.6
Transport labor					1	0.6			1	0.3			1	0.3
Wage labor	3	2.3			2	1.1	4	2.2	5	1.6	4	1.3	9	2.9
Domestic labor			14	10.5	6	3.3	13	7.2	6	1.9	27	8.6	33	10.5

Box 4: Reasons for employing children

In the meetings with the local stakeholders the reasons for employing children as domestics were discussed. The responses were mainly: easy to make them work; low remuneration to be paid and the option of sending to school instead of paying wages. Dishwashing, cleaning house, taking care of children, shopping for vegetables, washing clothes, kitchen chores, and guarding the house were the major tasks said to be performed by DCL.

3.8 Source of Accessing Work

A child first setting foot in an urban area is most likely to gain employment as a domestic worker. The demand for domestic workers is high and specific skills are not required for it. At times the children get involved directly at the initiation of parents, relatives or friends. These children do not have any option other than working in whatever job they can lay their hands on.

Various sources were reported for accessing the current work. These were parents, friends, relatives, employers, or self initiation due to household disputes. Except for a few cases, overwhelming parents of DCL (94 percent) are well aware of the whereabouts of their children and they are in regular contact. The majority (75 percent) of the children were in domestic work at the initiation of parents themselves (75 percent), with a few at the relatives' suggestion (8 percent) and about 10 percent had come on their own.

From origin to destination of employment, parents and relatives brought 75 percent of children to get engaged as a DCL. The role of parents is higher in case of younger DCL (more than 50 percent). Almost 10 percent came to employer on their own; understandably such incidence is higher among 14-18 years DCL (in case of younger DCL it is just 6 cases). Employers also brought children to work as DCL from the origin districts, with 11 percent DCL reporting that they came with their employer. Only 4 DCL reported that they were brought to work by a broker; indicating that the process of DCL employment in Nepal is still very much a family based initiation and decision (Table 3.7).

The figures on both the initiation of employment for and the transport of child domestic workers too show the decision about and the process of employing child domestic workers are family-based.

One third of the DCL reported that they began work when they were less than 10 years old. This is corroborated by information on duration of current DCL work reported in Table 3.6 where 36 percent DCL reported two or year more work experience as DCL. The proportion reporting early age entry as DCL is almost double (42 percent) in case of younger DCL compared to the DCL aged 14-18 (23 percent). It is not clear from the data if the compulsions to join labor force has increased, or if younger workers are more sought after. Further research on these issues is suggested.

Table 3.7: How DCL landed in the current job

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Parents informed														
Yes	50	37.6	77	57.9	73	40.6	95	52.8	123	39.3	172	55.0	295	94.2
No	3	2.3	3	2.3	8	4.4	4	2.2	11	3.5	7	2.2	18	5.8
Entry in child labor														
Friends suggestion	1	0.8			5	2.8	3	1.7	6	1.9	3	1.0	9	2.9
Own self	5	3.8	3	2.3	15	8.3	8	4.4	20	6.4	11	3.5	31	9.9
Parents suggestion	41	30.8	66	49.6	54	30.0	75	41.7	95	30.4	141	45.0	236	75.4
Household quarrel			3	2.3	2	1.1			2	0.6	3	1.0	5	1.6
Step father/mother			1	0.8			3	1.7			4	1.3	4	1.3
Relatives	4	3.0	5	3.8	5	2.8	10	5.6	9	2.9	15	4.8	24	7.7
Owner	2	1.5	2	1.5					2	0.6	2	0.6	4	1.3
Came with														
Parents	36	27.1	44	33.1	28	15.6	43	23.9	64	20.4	87	27.8	151	48.2
Relatives	7	5.3	21	15.8	26	14.4	31	17.2	33	10.5	52	16.6	85	27.2
Friends	1	0.8	1	0.8	5	2.8	1	0.6	6	1.9	2	0.6	8	2.6
Self	3	2.3	2	1.5	14	7.8	11	6.1	17	5.4	13	4.2	30	9.6
Broker					1	0.6	3	1.7	1	0.3	3	1.0	4	1.3
Owner	6	4.5	12	9.0	7	3.9	10	5.6	13	4.2	22	7.0	35	11.2
Age of entry in DCL														
Less than 10 yrs	25	18.8	39	29.3	20	11.1	21	11.7	45	14.4	60	19.2	105	33.5
10 to 14 yrs	28	21.1	41	30.8	45	25.0	66	36.7	72	23.0	107	34.2	179	57.2
14 and above yrs					16	8.9	12	6.7	17	5.4	12	3.8	29	9.3

3.9 Working Status and Work Place

About 84 percent reported that their current work was their first and for 16 percent it was not their first work. For 13.5 percent of younger DCL and 18 percent of 14-18 years DCL the current work is not their first. In fact, for half of those who said it is not their first job, it is the third or fourth job. This indicates some mobility of DCL between employers.

In terms of the pattern of changing jobs there is not much difference between the age cohorts of DCL. For DCL for whom the current work is not their first position among younger DCLs 13 children and among 14-18 years 31 children had previous experience of working as a domestic worker. Children give the lack of schooling opportunity, low pay, punishments and high workload as the main reasons for shifting their work place (Table 3.8).

Questions were asked to explore the alternatives perceived by the DCL in absence of their current domestic work, and what they thought they would be doing if not in this sector. About half of DCL said they would have been going to school had they not been in the job. 27 percent said they would have been doing household work for their family, and 21 percent said they would have been working as wage laborer. Hence, almost half of DCL indicated that they would have been working anyway, indicating lack of opportunities other than being a DCL.

Table 3.8: Work involvement if not a domestic worker

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Is this first work?														
Yes	49	36.8	66	49.6	68	37.8	79	43.9	117	37.4	145	46.3	262	83.7
No	4	3.0	14	10.5	13	7.2	20	11.1	17	5.4	34	10.9	51	16.3
If not which one?														
Second			11	61.1	4	12.1	10	30.3	4	7.8	21	41.2	25	49.0
Third	4	22.2	1	5.6	8	24.2	5	15.2	12	23.5	6	11.8	18	35.3
Fourth			2	11.1	1	3.0	5	15.2	1	2.0	7	13.7	8	15.7
Did you work as DCL before?														
Yes	5	3.8	8	6.0	13	7.2	18	10.0	18	5.8	26	8.3	44	14.1
No	48	36.1	72	54.1	68	37.8	81	45.0	116	37.1	153	48.9	269	85.9
Reason for leaving first DCL job														
Low paid	1	7.7			2	6.5	3	9.7	3	6.8	3	6.8	6	13.6
Punishment			2	15.4	2	6.5	4	12.9	2	4.5	6	13.6	8	18.2
No schooling	2	15.4	2	15.4	5	16.1	4	12.9	7	15.9	6	13.6	13	29.5
Insufficient food			1	7.7			1	3.2			2	4.5	2	4.5
Fired					1	3.2	1	3.2	1	2.3	1	2.3	2	4.5
Own will	2	15.4	3	23.1	1	3.2	3	9.7	3	6.8	6	13.6	9	20.5
High Workload					2	6.5	2	6.5	2	4.5	2	4.5	4	9.1
What would you do if you were not here?														
Schooling	35	26.3	45	33.8	41	22.8	41	22.8	76	24.3	86	27.5	162	51.8
Household chores	12	9.0	20	15.0	16	8.9	35	19.4	28	8.9	55	17.6	83	26.5
Wage labor	6	4.5	14	10.5	24	13.3	21	11.7	30	9.6	35	11.2	65	20.8
Don't know			1	0.8			2	1.1			3	1.0	3	1.0

3.10 Living Status

Most at risk of abuse and exploitation are the 'live-in' DCL, that is, those who work and live in the home of their employers. They are often separated from their families, work far away from home and do not benefit from support networks.

Out of the total respondents, 94 percent reported that they live in a place allocated by their employers in their premises. The children living at parents' house and relatives' house were 4 and 1 percent respectively and 92 percent of DCL of age below 14, and 97 percent of above 14 live in the employers' premise.

Almost one fourth of DCL live in their employers' place with parents, relatives or friends. This indicates that these children are probably less isolated and have parents or friends to depend on (Table 3.9).

Table 3.9 : Living status at work place

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Where do you live?														
Owner's house	49	36.8	74	55.6	80	44.4	92	51.1	129	41.2	166	53.0	295	94.2
Own home	2	1.5	4	3.0			6	3.3	2	0.6	10	3.2	12	3.8
Rented house	2	1.5							2	0.6			2	0.6
Relatives			2	1.5	1	0.6	1	0.6	1	0.3	3	1.0	4	1.3
Living with														
Parents	1	0.8	8	6.0	1	0.6	8	4.4	2	0.6	16	5.1	18	5.8
Relatives	15	11.3	9	6.8	11	6.1	17	9.4	26	8.3	26	8.3	52	16.6
Friends	1	0.8	2	1.5	9	5.0	2	1.1	10	3.2	4	1.3	14	4.5
Owner	36	27.1	61	45.9	60	33.3	72	40.0	96	30.7	133	42.5	229	73.2

3.11 Other Children Working in Domestic

Children were able to state number of other children involved in domestic work from their family. They also told how many children from their village are employed as a DCL. About 32 percent children reported that another child from their own family is working as DCL. 24 DCL said that more than one additional child from their family are working as DCLs (Table 3.10). Eighty DCL said that they know of other children from their village in domestic work. DCL reporting more than 5 children working as DCL from the village stand at 29. This information indicates incidence of supply of DCL probably is family or village specific; once a child is engaged as DCL from the family or the village, other children begin to be encouraged to work as DCL.

Table 3.10: Knowledge on number of children working as a domestic laborer

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Other family children working as a domestic laborer														
Yes	14	10.5	38	28.6	21	11.7	26	14.4	35	11.18	64	20.45	99	31.6
No	39	29.3	42	31.6	60	33.3	73	40.6	99	31.63	115	36.74	214	68.4
Number of family children working as a domestic laborer														
One	10	19.2	29	55.8	16	34.0	20	42.6	26	26.26	49	49.49	75	75.8
Two	3	5.8	7	13.5	3	6.4	4	8.5	6	6.061	11	11.11	17	17.2
Three and more	1	1.9	2	3.8	2	4.3	2	4.3	3	3.03	4	4.04	7	7.1
Other villagers children working as a domestic laborer														
Yes	15	11.3	17	12.8	21	11.7	27	15.0	36	11.5	44	14.06	80	25.6
No	38	28.6	63	47.4	60	33.3	72	40.0	98	31.31	135	43.13	233	74.4
Number of villagers children working as a domestic laborer														
Less than 5	13	40.6	10	31.3	12	25.0	16	33.3	25	31.25	26	32.5	51	63.8
5 to 10	2	6.3	5	15.6	6	12.5	8	16.7	8	10	13	16.25	21	26.3
More than 10			2	6.3	3	6.3	3	6.3	3	3.75	5	6.25	8	10

3.12 Working Hours and Working Time

According to the spirit of the UN Convention on the Rights of the Child (UNCRC) as well as the ILO Conventions Nos. 138 and 182, the worst form of child labor in any sector is characterized with excessive working hours as one of the characteristics of the worst forms of child labor. Out of the total respondents, only 1 percent reported working for less than 10 hours a day. About 6 percent reported working between 10 to 12 hours and 93 percent DCL work intermittently for more than 12 hours per day (Table 3.12). This duration of work does not include study time for those going to schools.

If working more than 12 hours is considered as excessive workload the overwhelming proportion of children in domestic work are in the worst form of child labor. It is however difficult when dealing with children this age to be sure whether they were including time spent at school, bathing, having meals or watching television as children in domestic work regard all waking hours as work hours as they are always “on call” to work as required. A few of them are engaged in dual work as a domestic as well as shopkeeper both under same roof. Children reported that they start their work from early in the morning at 4 am and continue till late in the night, evening up to 11 pm. There seem to be not much difference in the pattern of work hours across the age of DCL (Table 3.11).

3.13 Health Hazards, Injury and Sickness

Children in domestic works are exposed to risk of injury as they work in the kitchen using sharp knives, fires and stoves. About ten percent of DCL reported that they have experienced injuries. Most of the injuries were either cuts or burns. Incidences of burns are reported only by the younger (less than 14 yrs) DCL (Table 3.11).

Table 3.11 : Working hours and health injury

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Working hours														
Less than 10 hrs	1	0.6	1	0.6	2	1.4			3	1.0	1	0.3	4	1.3
10 to 12 hrs	6	3.4	7	4.0	2	1.4	3	2.2	8	2.6	10	3.2	18	5.8
More than 12 hrs	69	39.4	91	52.0	54	39.1	77	55.8	123	39.3	168	53.7	291	93.0
Injury during work within 6 months														
Yes	9	5.1	8	4.6	3	2.2	10	7.2	12	3.8	18	5.8	30	9.6
No	67	38.3	91	52.0	55	39.9	70	50.7	122	39.0	161	51.4	283	90.4
If yes, Injuries														
Cut	6	35.3	7	41.2	3	23.1	8	61.5	9	30.0	15	50.0	24	80.0
Burn	1	5.9	1	5.9					1	3.3	1	3.3	2	6.7
Fracture	2	11.8					1	7.7	2	6.7	1	3.3	3	10.0
Injury							1	7.7			1	3.3	1	3.3

Along with health injury, DCL were also asked about the health problems they encountered recently. Out of the total, 35 percent reported that they were facing health hazards at the work place. The major health hazards reported were coughs and colds (51 percent), fevers (40 percent), headaches (25 percent), water-borne diseases (14 percent), backache (6 percent), and chest pains (3.7 percent).

Further 50 percent reported colds were the major type of sickness. Only 7 percent child laborers did not receive treatment. Ten percent reported treatment costs were shared by parents, and 22 percent said they had to work during sickness (Table 3.12).

Table 3.12 : Health hazards and treatment

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Sickness while in work situation														
Yes	18	10.3	32	18.3	21	15.2	39	28.3	39	12.5	71	22.7	110	35.1
No	58	33.1	67	38.3	37	26.8	41	29.7	95	30.4	108	34.5	203	64.9
If yes, type of sickness														
Colds and flu	9	18.0	15	30.0	12	20.3	20	33.9	21	19.3	35	32.1	56	51.4
Fever/Measles	6	12.0	15	30.0	10	16.9	13	22.0	16	14.7	28	25.7	44	40.4
Chest pain/ respiratory problem			1	2.0	1	1.7	2	3.4	1	0.9	3	2.8	4	3.7
Headache	5	10.0	6	12.0	3	5.1	13	22.0	8	7.3	19	17.4	27	24.8
Water borne disease	2	4.0	4	8.0	3	5.1	6	10.2	5	4.6	10	9.2	15	13.8
Back pain			4	8.0	1	1.7	1	1.7	1	0.9	5	4.6	6	5.5
Reason of sickness														
Work load	7	14.0	11	22.0	7	11.7	8	13.3	14	12.7	19	17.3	33	30.0
Unhygienic food	3	6.0	4	8.0	2	3.3	4	6.7	5	4.5	8	7.3	13	11.8
Punishment			1	2.0			1	1.7			2	1.8	2	1.8
Due to cold	8	16.0	14	28.0	11	18.3	22	36.7	19	17.3	36	32.7	55	50.0
Don't know			2	4.0	1	1.7	4	6.7	1	0.9	6	5.5	7	6.4
Is treated?														
Yes	16	32.0	30	60.0	21	35.0	35	58.3	37	33.6	65	59.1	102	92.7
No	2	4.0	2	4.0			4	6.7	2	1.8	6	5.5	8	7.3
Why not treated?														
No money			2	50.0			2	50.0			4	50.0	4	50.0
General sickness	2	50.0					2	50.0	2	25.0	2	25.0	4	50.0
Cost borne by														
Parents			4	8.7	1	1.8	2	3.6	1	1.0	6	5.9	7	6.9
Owner	15	32.6	27	58.7	20	35.7	33	58.9	35	34.3	60	58.8	95	93.1
Work during sickness														
Yes	8	16.0	3	6.0	5	8.3	8	13.3	13	11.8	11	10.0	24	21.8
No	10	20.0	29	58.0	16	26.7	31	51.7	26	23.6	60	54.5	86	78.2

Note: Due to the sensitivity of the issue it was not possible for the researchers to explore the degree to which physical and sexual abuse take place however media reports of the rape of female child domestics and cases of physical abuse make these serious health concerns.

3.14 Educational Status

Education is a basic right to which every one is entitled and which is central to all individual, collective, social, political and cultural development processes. Education is also the pillar of personal development. Without education, children are ill prepared for the labor market and unable to seek decent jobs.

Out of the total DCL, 88.5 percent were literate and the remaining 11.5 percent were illiterate. Among the literate, 17 percent have completed or are enrolled in secondary level, 29 percent have completed or are enrolled in lower-secondary level and 5 percent have completed or are enrolled in primary level. Among the illiterate, only 8 percent (3 out of 36) of the DCL are attending non-formal education. During the survey the reasons for illiteracy was also investigated, 64 percent reported that they were illiterate due to the unwillingness of their parents to send them to school, and 22 percent said it was due to themselves that they did not acquire literacy (Table 3.12a).

Of total DCL sample (313), 225 that is, 72 percent go to school. However, of those literate 81 percent regularly go to school. The proportion of younger DCL going to school is higher compared to the DCL of age 14 yrs and above. 72 percent of young DCL are enrolled in primary level, 25 and 4 percents in lower secondary and secondary levels. In case of the DCL of age 14 and above, almost half are enrolled in the secondary level, and the rest in primary and lower secondary levels. DCL enrolled in schools reported that, in general they have time to do the readings and homework. Only 2 percent said that they do not have such time. But almost three-fourths of DCL said they do homework in the night, after finishing the household chores assigned to them (Table 3.13).

There is an interesting gender difference regarding schooling. While twice as many female as male child domestic workers are illiterate (15% versus 7%), only 16% of girls who are literate do not attend school whereas 22% of literate boys do not. In short, school participation rates are higher among female than male child domestic workers.

The finding that almost three-fourths of DCL do go to school is encouraging especially in view of a previous Rapid Assessment report (Sharma et al 2001) where only 33 percent DCL in Kathmandu were found enrolled in schools. Increased awareness, interventions by NGOs and local municipalities and the demands of child workers and their parents seem to have generated social pressure to employers to get the child domestics enrolled in schools.

Table 3.13 : Educational status

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Literacy														
Yes	69	39.4	86	49.1	56	40.6	66	47.8	125	39.9	152	48.6	277	88.5
No	7	4.0	13	7.4	2	1.4	14	10.1	9	2.9	27	8.6	36	11.5
Education level														
Primary level	48	31.0	69	44.5	13	10.7	20	16.4	61	22.0	89	32.1	150	54.2
Lower-secondary level	19	12.3	15	9.7	20	16.4	26	21.3	39	14.1	41	14.8	80	28.9
Secondary level	2	1.3	2	1.3	23	18.9	20	16.4	25	9.0	22	7.9	47	17.0
Regular schooling														
Yes	60	38.7	77	49.7	37	30.3	51	41.8	97	35.0	128	46.2	225	81.2
No	9	5.8	9	5.8	19	15.6	15	12.3	28	10.1	24	8.7	52	18.8
Current educational level														
Primary level	41	29.9	57	41.6	2	2.3	8	9.1	43	19.1	65	28.9	108	48.0
Lower-secondary level	16	11.7	18	13.1	14	15.9	21	23.9	30	13.3	39	17.3	69	30.7
Secondary level	3	2.2	2	1.5	21	23.9	22	25.0	24	10.7	24	10.7	48	21.3

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Time for homework														
Morning	6	4.4	13	9.6	6	6.8	10	11.4	12	5.4	23	10.3	35	15.6
Afternoon	20	14.7	21	15.4	6	6.8	6	6.8	26	11.6	27	12.1	53	23.7
Night	40	29.4	51	37.5	31	35.2	42	47.7	71	31.7	93	41.5	164	73.2
No time	2	1.5					2	2.3	2	0.9	2	0.9	4	1.8
Participation in informal education														
Yes			1	5.0	1	6.3	1	6.3	1	2.8	2	5.6	3	8.3
No	7	35.0	12	60.0	1	6.3	13	81.3	8	22.2	25	69.4	33	91.7
Why illiterate?														
Parents not sending	6	30.0	7	35.0	1	6.3	9	56.3	7	19.4	16	44.4	23	63.9
No interest			4	20.0			4	25.0			8	22.2	8	22.2
Forgetting habit			1	5.0	1	6.3			1	2.8	1	2.8	2	5.6
Don't know	1	5.0	1	5.0			1	6.3	1	2.8	2	5.6	3	8.3

DCL were asked whether they began work after the employer promised continuation of their education. About 73 percent said they were promised the opportunity to continue their education. This is comparable to the current school enrolment of DCL (72 percent). It also indicates that almost one quarter of DCL work for employment reasons alone, while three quarters of DCL are in this sector to seek work and to get educational opportunities simultaneously. Children whose families cannot or do not send them to school probably opt for work in the domestic sector to ensure that they get an education. This supposition is borne out by the information that, in 94% of cases, schooling costs are paid by the employers. The contribution of non-government organizations stands at 1 percent (Table 3.14).

Table 3.14 : Work for education

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Does owner promise to send child to school														
Yes	57	32.6	81	46.3	39	28.3	52	37.7	96	30.7	133	42.5	229	73.2
No	19	10.9	18	10.3	19	13.8	28	20.3	38	12.1	46	14.7	84	26.8
Who bears educational costs														
Owner	58	42.3	71	51.8	37	42.0	46	52.3	95	42.2	117	52.0	212	94.2
NGO	1	0.7					1	1.1	1	0.4	1	0.4	2	0.9
Self			3	2.2			3	3.4			6	2.7	6	2.7
Parents			1	0.7							1	0.4	1	0.4
Relatives	1	0.7	2	1.5			1	1.1	1	0.4	3	1.3	4	1.8

Box 5: Education Opportunities Lure DCLs

Schooling opportunity is regarded as one of the key pull factors to lure children to work as a DCL. Children from areas where good schools are nonexistent aspire to come to urban and market centers, and work for their education. In all discussions with the stakeholders this was their perception. However, the participants in discussions were also of the view that children seldom have adequate time to put in for studying. They opined that enrolment of children solves the first problem of access to education but the second problem emerges that of letting children have sufficient time to study which needs to be tackled to help child laborers keep being interested in studying. Social pressure to this effect can be just as effective as it has been to motivate employers to send children to school.

3.15 Perceptions about Domestic Work

The children interviewed were asked if they feel better off at home or in their current workplace and to cite all the reasons for either case. Children were allowed to give multiple reasons. About 88 percent reported that they feel better in the current work compared to if they were at home (often in their village).

The reasons the children gave for being better off included: easier to access school (70 percent); nice food (46 percent), nice clothes to wear (23 percent), and opportunity to reside in urban area (21 percent) (Table 3.15). The reasons cited indicate that better educational opportunities, good food and clothes and urban access are the pull factors that lure children to work as domestic child laborers.

Table 3.15 : Work place better than home?

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Is here better than home?														
Yes	71	40.6	85	48.6	51	37.0	68	49.3	122	39.0	153	48.9	275	87.9
No	5	2.9	14	8.0	7	5.1	12	8.7	12	3.8	26	8.3	38	12.1
If Yes, Reason/s														
Study	53	34.0	60	38.5	36	30.3	43	36.1	89	32.4	103	37.5	192	69.8
Nice food	28	17.9	43	27.6	23	19.3	32	26.9	51	18.5	75	27.3	126	45.8
Nice clothes	12	7.7	22	14.1	10	8.4	19	16.0	22	8.0	41	14.9	63	22.9
Residence in an urban setting	15	9.6	19	12.2	9	7.6	14	11.8	24	8.7	33	12.0	57	20.7
Friends	2	1.3	1	0.6	1	0.8	1	0.8	3	1.1	2	0.7	5	1.8
Income					2	1.7	1	0.8	2	0.7	1	0.4	3	1.1

3.16 Basic Needs

Since it is thought that domestic child laborers are often denied opportunities for personal hygiene, health care, education, rest, breaks and leisure time, child respondents were asked about the food

and bed provisions / eating and sleeping arrangements. Almost all (96 percent) reported that food and bed was provided them by owner, and in case of majority, were better than what is available at home. Less than 3 percent said that what is provided by the employer is worse than that available at home. And only 6 DCL (2 percent) said that last week, they had insufficient food (Table 3.16). This data suggests most DCL are not deprived in terms of basic needs such as food and beds, although the quality of this may be suspect. Some improvements in working conditions, especially food and resting conditions are evident from the reported data.

Table 3.16: Perception about food and bed

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Food available here														
Yes	76	43.4	96	54.9	57	41.3	78	56.5	133	42.5	174	55.6	307	98.1
No			3	1.7	1	0.7	2	1.4	1	0.3	5	1.6	6	1.9
If yes, quality of food														
Better than home	55	32.0	76	44.2	42	31.1	58	43.0	97	31.6	134	43.6	231	75.2
Same as home	21	12.2	16	9.3	13	9.6	19	14.1	34	11.1	35	11.4	69	22.5
Worse than home			4	2.3	2	1.5	1	0.7	2	0.7	5	1.6	7	2.3
Sleeping room and bed available here														
Yes	74	42.3	94	53.7	57	41.3	77	55.8	131	41.9	171	54.6	302	96.5
No	2	1.1	5	2.9	1	0.7	3	2.2	3	1.0	8	2.6	11	3.5
If yes, quality of bed														
Better than home	51	30.4	70	41.7	42	31.3	60	44.8	93	30.8	130	43.0	223	73.8
Same as home	20	11.9	19	11.3	14	10.4	16	11.9	34	11.3	35	11.6	69	22.8
Worse than home	3	1.8	5	3.0	1	0.7	1	0.7	4	1.3	6	2.0	10	3.3
Experience of lacking food in last week														
Yes	1	0.6	1	0.6	3	2.2	1	0.7	4	1.3	2	0.6	6	1.9
No	75	42.9	98	56.0	55	39.9	79	57.2	130	41.5	177	56.5	307	98.1
If yes, how many meals in last week														
One meal	1	50.0			1	25.0			2	33.3			2	33.3
Two meal			1	50.0	2	50.0	1	25.0	2	33.3	2	33.3	4	66.7

3.17 Monthly Remuneration

It is generally assumed that children working in domestic work contribute to the family livelihood. Poverty profoundly affects families adding weight to the triggering factors, in compelling these children to move out of their villages to nearby towns or cities in search of work to sustain them and to support their families back home.

The survey conversations with children helped to know their salary status. This assessment revealed two types of relationships between DCL and their owners. Only 24 percent (76 out of 313) DCL are being paid and the rest are working without a fixed remuneration. The category of children without fixed remuneration serve employers and their family in return of food, clothing, and lodging and in some cases, education.

Of those who reported receiving salary, 25 percent earn salaries ranging from Rs.1500 to 2,500 monthly. Similarly, 9 percent earn Rs 2,500 to 5,000. However, 62 percent of DCL make less than Rs.1500 per month. Only 4 percent are found earning more than Rs. 5,000 per month. Out of the total DCL not receiving salary, 58 percent are promised that they will be sent to school. Similarly, 31 percent children are only provided food and clothes and 9 percent do not have any idea about their remuneration. Parent motivation is the key factor for involvement in domestic work and the remuneration is generally received by parents and utilized for the family welfare or other social activities. More than half (54 percent) of the children reported that their remuneration is received by their parents and 31 percent reported that they receive their salary directly.

Disaggregating the data by sex reveals slight differences in remuneration. (Table 3.17). While 26% of girls received a salary, just 22% of boys did. However, girls were paid less: while 55% of boys received less than NPR 1500 per month, 66% of girls did. About the same proportions were sent to school: 58% and 57% among boys and girls respectively.

Table 3.17 : DCL monthly income

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Monthly income														
Less than 1500	7	21.9	15	46.9	9	20.5	16	36.4	16	21.1	31	40.8	47	61.8
1500 to 2500	3	9.4	4	12.5	5	11.4	7	15.9	8	10.5	11	14.5	19	25.0
2500 to 5000	1	3.1	1	3.1	4	9.1	1	2.3	5	6.6	2	2.6	7	9.2
5000+			1	3.1			2	4.5			3	3.9	3	3.9
Other income														
Food and clothes	17	11.0	24	15.5	20	19.0	20	19.0	37	14.2	44	16.9	81	31.2
Sent to school	45	29.0	53	34.2	21	20.0	31	29.5	66	25.4	84	32.3	150	57.7
Job provision later on	2	1.3	1	0.6	1	1.0	2	1.9	3	1.2	3	1.2	6	2.3
Don't know	3	1.9	10	6.5	3	2.9	7	6.7	6	2.3	17	6.5	23	8.8
Received wage by														
Self	2	5.6	5	13.9	9	19.1	15	31.9	11	13.3	20	24.1	31	37.3
Parents	13	36.1	13	36.1	11	23.4	8	17.0	24	28.9	21	25.3	45	54.2
Deposit at bank by owner	1	2.8	1	2.8			3	6.4	1	1.2	4	4.8	5	6.0
Relatives			1	2.8			1	2.1			2	2.4	2	2.4

3.18 Satisfaction with Work and Pay

About 5 (17 out of 313) percent DCL reported being unhappy with their current job, but five times more 26.5 percent (83 out of 313 children) said they were dissatisfied with the current salary. Salary and work dissatisfaction levels seem to be the same among younger and 14 to 18 years DCL. However, 7 of the 17 DCL reporting work dissatisfaction had no idea on what could make it satisfactory; and 13 of the 83 who were dissatisfied with their salary DCL had no idea what salary would bring satisfaction with pay. By gender, more boys (8.2 percent) DCL or 11 out of 134 reported work dissatisfaction compared to 6 out of 179 girls. The percentage of male and female DCL reporting salary dissatisfaction is given in Table 3.18.

Table 3.18: Perception on Job and Wage

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Work satisfaction														
Yes	70	40.0	96	54.9	53	38.4	77	55.8	123	39.3	173	55.3	296	94.6
No	6	3.4	3	1.7	5	3.6	3	2.2	11	3.5	6	1.9	17	5.4
If not why not?														
No, but it is ok because no alternative	4	44.4	1	11.1	1	12.5	1	12.5	5	29.4	2	11.8	7	41.2
Reduce present work load 3/4	1	11.1			3	37.5	1	12.5	4	23.5	1	5.9	5	29.4
Reduce present work load 1/2					1	12.5	1	12.5	1	5.9	1	5.9	2	11.8
Do not want to continue work	1	11.1	2	22.2					1	5.9	2	11.8	3	17.6
Wage satisfaction														
Yes	43	24.6	54	30.9	36	26.1	42	30.4	79	25.2	96	30.7	175	55.9
No	21	12.0	23	13.1	16	11.6	23	16.7	37	11.8	46	14.7	83	26.5
Don't Know	12	6.9	22	12.6	6	4.3	15	10.9	18	5.8	37	11.8	55	17.6
If not, what should be done?														
No, but it is ok because no alternative	4	9.1	3	6.8	2	5.1	4	10.3	6	7.2	7	8.4	13	15.7
50 percent increment	9	20.5	13	29.5	8	20.5	15	38.5	17	20.5	28	33.7	45	54.2
100 percent increment	8	18.2	7	15.9	6	15.4	4	10.3	14	16.9	11	13.3	25	30.1

3.19 Penalty at Work

Respondents were asked whether they were penalized during work by the employers. About 20 percent of the children reported that they were penalized, among them 97 percent had experienced scolding and 18 percent had been beaten.

Respondents were also asked if they would be permitted (by the employers) to quit their current job if they got better opportunities in another workplace. Just under three quarters said that they were free to quit and would be permitted. Of the 28 percent who reported that they would not get permission to quit the job, 63 percent said that the reason was that their parents would not allow it.

Table 3.19: Penalization, Freedom to Leave Job and Free Time Utilization

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Penalized														
Yes	12	6.9	20	11.4	14	10.1	17	12.3	26	8.3	37	11.8	63	20.1
No	64	36.6	79	45.1	44	31.9	63	45.7	108	34.5	142	45.4	250	79.9
If yes, type of penalization														
Scold	11	34.4	19	59.4	14	45.2	17	54.8	25	39.7	36	57.1	61	96.8
Beaten	4	12.5	1	3.1	2	6.5	4	12.9	6	9.5	5	7.9	11	17.5
Money denied			1	3.1							1	1.6	1	1.6
Freedom to leave the job?														
Yes	53	30.3	61	34.9	46	33.3	65	47.1	99	31.6	126	40.3	225	71.9
No	23	13.1	38	21.7	12	8.7	15	10.9	35	11.2	53	16.9	88	28.1
If not, why?														
Complete the duration	1	1.6	4	6.6	3	11.1	1	3.7	4	4.5	5	5.7	9	10.2
Parents have taken loan	1	1.6	2	3.3	2	7.4			3	3.4	2	2.3	5	5.7
Don't get better job than this	1	1.6			1	3.7	2	7.4	2	2.3	2	2.3	4	4.5
Parents don't allow	20	32.8	25	41.0	4	14.8	6	22.2	24	27.3	31	35.2	55	62.5
Relatives don't allow			1	1.6	1	3.7	1	3.7	1	1.1	2	2.3	3	3.4
It would stop schooling			3	4.9	1	3.7	4	14.8	1	1.1	7	8.0	8	9.1
No alternatives			3	4.9			1	3.7			4	4.5	4	4.5
Free time utilization														
Watch TV	30	17.1	59	33.7	28	20.3	64	46.4	58	18.5	123	39.3	181	57.8
Playing	29	16.6	37	21.1	16	11.6	10	7.2	45	14.4	47	15.0	92	29.4
Study	28	16.0	34	19.4	15	10.9	23	16.7	43	13.7	57	18.2	100	31.9
Entertainment	14	8.0	9	5.1	19	13.8	15	10.9	33	10.5	24	7.7	57	18.2
No free time	3	1.7	3	1.7	1	0.7	3	2.2	4	1.3	6	1.9	10	3.2
Washing clothes							1	0.7			1	0.3	1	0.3

DCL were also asked how they spend their leisure time. Out of the total respondents, 58 percent DCL reported that they utilized free time by watching TV followed by playing (29 percent), study (32 percent), and entertainment (18 percent) respectively. More than 3 percent children reported that they do not have free time during whole day (Table 3.19). A higher proportion of younger DCL spend time in study and play, whereas in the case of 14 to 18 years DCL, almost two-thirds spend time watching TV.

3.20 Freedom for Home Visit

Maintaining family ties and being able to visit home are important for children's psychological state and long term future. Accordingly, all respondents were asked whether they are allowed to visit home and if so how often. About 8 percent reported that they had not visited home even once since they started work, but a bit less than half (48 percent) of the children reported that they went once.

Only a few (11 percent) had, however, visited more than five times (Table 3.20). Those children who work nearby to the home village have freedom to visit their homes frequently. In terms of home visit, probably only those who have recently started work reported not visiting even once. During informal conversation, it was revealed that DCL are allowed to go home usually for festival occasions.

Table 3.20 : Home Visits by DCL

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Freedom to go house														
Yes	71	40.6	89	50.9	57	41.3	72	52.2	128	40.9	161	51.4	289	92.3
No	5	2.9	10	5.7	1	0.7	8	5.8	6	1.9	18	5.8	24	7.7
Frequency of visiting														
One	34	21.3	51	31.9	22	17.1	33	25.6	56	19.4	84	29.1	140	48.4
Two	18	11.3	13	8.1	17	13.2	16	12.4	35	12.1	29	10.0	64	22.1
Three	9	5.6	7	4.4	3	2.3	8	6.2	12	4.2	15	5.2	27	9.3
Four	4	2.5	8	5.0	7	5.4	8	6.2	11	3.8	16	5.5	27	9.3
Five	3	1.9	6	3.8	7	5.4	5	3.9	10	3.5	11	3.8	21	7.3
Six	3	1.9	4	2.5	1	0.8	2	1.6	4	1.4	6	2.1	10	3.5

3.21 Sharing of Problems

The children were also asked questions on problem sharing at work place. Out of the total respondents, 64 percent reported that they share problems with the employers and 27 percent with parents, 7 percent with relatives and 1 percent with teachers respectively. The data reveals that the children depend heavily on employers (Table 3.21). Younger DCL depend more to the parents and 14 to 18 years DCL more on employers for problem sharing. Such sharing with friends is negligible indicating lack of social networking among the DCL.

Table 3.21 : Problem Sharing by DCL

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Problem share, if any														
Yes	40	22.9	64	36.6	37	26.8	61	44.2	77	24.6	125	39.9	202	64.5
No	36	20.6	35	20.0	21	15.2	19	13.8	57	18.2	54	17.3	111	35.5
If, yes, to whom?														
Parents	15	14.4	20	19.2	5	5.1	15	15.3	20	9.9	35	17.3	55	27.2
Employers	20	19.2	40	38.5	29	29.6	40	40.8	49	24.3	80	39.6	129	63.9
School teacher	1	1.0			1	1.0			2	1.0			2	1.0
Relatives	4	3.8	4	3.8	1	1.0	6	6.1	5	2.5	10	5.0	15	7.4
Friends					1	1.0			1	0.5			1	0.5

3.22 Perceptions about Work

During the survey each DCL was asked whether they would encourage or discourage another child to work as a DCL. Out of the total children 35 percent reported that they do not advise other

children to join as a DCL. Of those advising others to join as DCL, nearly 75 percent said access to school was the main reason and nice environment (43 percent) was the second reason. Similarly, of those not advising DCL work mentioned the isolation (57 percent), heavy work load (54 percent) and low payment (21 percent) as the major reasons for a child not to undertake this work. There seems to be no major differences between male and female DCL in terms of perception of work (Table 3.22)

Table 3.22 :Children Recommending other Children to Join Domestic Work

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Suggest to others to join domestic work														
Yes	52	29.7	68	38.9	35	25.4	48	34.8	87	27.8	116	37.1	203	64.9
No	24	13.7	31	17.7	23	16.7	32	23.2	47	15.0	63	20.1	110	35.1
If yes, two reasons														
Nicer environment than village	23	19.2	31	25.8	11	13.3	22	26.5	34	16.7	53	26.1	87	42.9
Nice food	19	15.8	28	23.3	10	12.0	23	27.7	29	14.3	51	25.1	80	39.4
Nice dress	5	4.2	6	5.0	3	3.6	7	8.4	8	3.9	13	6.4	21	10.3
School access	39	32.5	53	44.2	31	37.3	30	36.1	70	34.5	83	40.9	153	75.4
If no, two reasons														
Feel Isolated	14	25.5	20	36.4	10	18.2	19	34.5	24	21.8	39	35.5	63	57.3
Bad treatment	1	1.8	5	9.1	2	3.6	5	9.1	3	2.7	10	9.1	13	11.8
Work load	14	25.5	15	27.3	14	25.5	16	29.1	28	25.5	31	28.2	59	53.6
Low payment	3	5.5	7	12.7	5	9.1	8	14.5	8	7.3	15	13.6	23	20.9
Risk of sexual abuse	1	1.8			2	3.6	1	1.8	3	2.7	1	0.9	4	3.6
Discontinuation of education	4	7.3	1	1.8	1	1.8			5	4.5	1	0.9	6	5.5

3.23 Use of Addictive Substances

All 313 children interviewed were asked if they drank alcohol, smoked or used drugs. Only 3% reported they smoked and 97 percent did not. Only one DCL, boy, said that he drank alcohol. None of the respondents reported drug use (Table 3.23).

Table 3.23 Personal Behavior

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Smoking														
Yes	2	1.1			7	5.1			9	2.9			9	2.9
No	74	42.3	99	56.6	51	37.0	80	58.0	125	39.9	179	57.2	304	97.1
Alcohol														
Yes					1	0.7			1	0.3			1	0.3
No	76	43.4	99	56.6	57	41.3	80	58.0	133	42.5	179	57.2	312	99.7
Drug abuse														
Yes														0
No	76	43.4	99	56.6	58	42.0	80	58.0	134	42.8	179	57.2	313	100.0

3.24 Participation in Research or Programmes

As there seems to be a proliferation of research surveys and also the interventions for the children at work, DCL were asked on these issues. Only 6 percent of DCL said that they have participated in any questionnaire survey ever. In regards to participation in programs, only 4 percent said they are targeted by any programs so far (Table 3.24).

Table 3.24 Participation

Description	Less than 14				14 to 17				All				Total	
	Male		Female		Male		Female		Male		Female			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Respond to research Questionnaires before														
Yes	3	1.7	4	2.3	5	3.6	8	5.8	8	2.6	12	3.8	20	6.4
No	73	41.7	95	54.3	53	38.4	72	52.2	126	40.3	167	53.4	293	93.6
Participation in child programs														
Yes	1	0.6	3	1.7	3	2.2	5	3.6	4	1.3	8	2.6	12	3.8
No	75	42.9	96	54.9	55	39.9	75	54.3	130	41.5	171	54.6	301	96.2

3.25 Estimation of Total Number of DCL

On the basis of existing incidence rate of DCL per household (refer to Table 1.2), estimation of total DCL in Nepal for rural and urban areas is made here. For this, all the municipalities have been considered as urban areas and the rest of the country is considered as rural area. The estimate is arrived with the following assumptions; and is reported in Table 3.25.

- Number of households grew at the rate of 2.45 percent from 2001; and reached to 5.6 million in year 2011.
- In 2011, there are 0.827 million urban and 4.37 million rural households.
- On the basis of Table 1.1 the incidence of DCL is calculated at 1.8 in rural and 5.6 in urban areas.

Earlier estimates of DCL for urban Nepal are available. Sharma et al (2001) has estimated number of DCL for Kathmandu at 21,191; and for urban Nepal at 55,655. Sharma and Sharma estimated DCL for urban Nepal for the year 2003 at 51,340. However, an estimate for rural areas is not available. Judging from the estimates for urban Nepal (58 municipalities only), the number of DCL does not seem to have changed significantly over the last decade. However this must be seen in the context that the Nepal's urban and semi urban population has increased by 40 percent during the past decade. While the total number of child domestics has stayed relatively steady percent of households with a child domestic is greatly reduced. In comparison, in 2001 the Rapid Assessment for this sector found incidences of child labor at 11.3 percent for Kathmandu, 26 municipalities with 5.5 percent, 3 with 5.6 percent and 26 with 8.1 percent whereas on average this is now estimated at 5.6 percent.

Table 3.25 Estimation of DCL for Nepal

Sector	Total HH	Incidence (percent of HH with DCL)	Estimated No of DCL
Rural	3,542,473	1.8	63,764
Urban and semi-urban*	1,654,622	5.6	92,658
Total			156422

Note:

1. 58 municipalities are considered as urban
2. 41 new municipalities and all other market centres are considered as semi-urban
3. Because of unavailability of number of households in semi-urban areas, we assume that urban HH is equal to semi-urban HH number.

However as per population the new census 2011, finds the total number of households in urban and rural Nepal are 1.12 million and 4.53 millions. The census does not provide data for semi-urban areas, for the estimation purpose, it is assumed that semi-urban households are equal in number to urban households. Based on this child labor estimation would give a greater number of children in domestic work and is given in Table 3.26.

Table 3.25 Another Estimation of DCL for Nepal

Area	Total Households	Incidence % of HH with DCL	Estimated number of DCL
Rural	3,415,028	1.8	61,471
Semi-Urban	1,117,478	4.3	48,052
Urban	1,117,478	5.6	62,579
Total	5,649,984		172,101

For reference purpose, based on survey district incidence, district level estimates of DCL are made. In Banke the DCL incidence is 13.6 while in Ilam and Makwanpur each, the incidence is 1.7. Data for all the ten survey districts is presented in Annex IV.

Box 6: Local Initiatives and DCL

In the community level discussions, by and large, the incidence of child labor was said to have not increased. Most stakeholders believed that this was because of NGOs and local government's activities that have discouraged employing children. However, significant number of children are working as child labourers disguised as living with their relatives. In case of Ilam, Dang and Kailali; GOs, NGOs and local people implemented their activities to eliminate child labour. Especially in Ilam, the stakeholders came into consensus anybody employing child labour would be penalized up to Rs 5000. Further, the campaign of eliminating Kamalari system by GOs and NGOs helped to discourage employing child labor in Kailali and Dang.

CHAPTER IV

SUMMARY OF FINDINGS AND RECOMMENDATIONS

4.1 Background

Domestic child laborers in Nepal have attracted policy and program attention for more than a decade. To reveal the recent situation of domestic child laborers, current rapid assessment was undertaken. Clusters of households from ten districts comprising rural, semi urban and urban areas were selected, and all households in the clusters were enumerated to find the incidence of domestic child laborers. Child laborers thus identified in the households were interviewed using structured questionnaire. In total 6,344 households were visited, and 313 child laborers were identified.

4.2 Summary of Findings

Simple averages of the main indicators have been computed to analyse the problem. The main findings of the study are summarized in the following points.

1. Based on the incidence of DCL among the surveyed households in 10 districts, number of DCL in Nepal is estimated at 172,101. In the urban and semi-urban areas there are 62,579 and 48,052 DCL at work, and in rural areas there are 61,471 DCL employed.
2. About 56 percent DCL are children below 14 years of age and the remaining 44 percent are between 14 to 18 years of age.
3. Girls outnumber boys among the DCL. Girls account for 57 percent of total DCL.
4. DCL mainly come from rural areas and are *Janajati* (46.6 percent), Brahmin/Chhetri (39 percent), Dalit (7.3) and Terai castes (5.8 percent).
5. Almost 88 percent of DCL are literate, of those who are literate 81 percent go to school. 72 percent are enrolled in schools.
6. Only 24 percent of DCL receive regular salary. Of those receiving salary, 62 percent receive less than Rs 1500 per month.
7. Using the survey findings an attempt is made here to confirm or refute whether the DCL identified are working in the worst form of child labor. Four criteria were used, being bonded, work without pay, excessive hours of work and age of working children. The summary of findings are presented below.

- a. **Bonded:** If an incidence of borrowing loan from the employers by the family of child labor is used as a proxy variable to find the situation of bondage, about 5 percent of DCL can be regarded as bonded. Similarly, if an advance taken from the employer is considered as element of bondage, 9 percent DCL are bonded.
- b. **Work without Pay:** If DCL working without pay are considered as in the worst form, then 74 percent DCL are in the worst form of work.
- c. **Excessive Hours of Work:** The survey findings show that more than 90 percent DCLs state that they work for more than 12 hours a day. However with 72 percent attending school and a high percent mentioning time spent watching television and recreating more detailed studies are needed on the age and actual work hours and tasks undertaken.
- d. **Work at Very Young Age:** The existing laws and regulations prohibit employment of children below the age of 14 years. However, as demonstrated by the survey results, 46 percent of DCL are below 14 years of age.

4.3 Recommendations

The continued use and supply of domestic child laborers due to household level economic and social constraints make elimination of DCL a daunting task in Nepal. Yet, the prevalence of worst form within DCL makes it urgent to solve the problem of child employment in domestic sector.

Given the socio-economic realities faced by the child labor supplying households as long as poverty and inaccessibility to quality education stay as is, sending children into domestic service will persist. Bringing reform in the employment of DCL so as to change the 'worst form' to an 'acceptable form' is required and can be a short term solution. Long term no child should be in a worst form of child labor but rather should be supported to be a student.

Based on the analysis of the findings from the survey the following recommendations are made. Because DCL is not area based or an isolated problem but is a widespread problem in Nepal the recommendations are grouped into macro level and micro levels.

At the Macro Level

1. Improvement in socio-economic conditions of vulnerable households is key to impact on the need to send children for work. Such households are facing two problems. First, poverty compels such households to seek employment for children to ease economic problems. Second, children are put to work in urban areas where education opportunities are much better than in the place of origin -the villages. Poverty alleviation accompanied by availability of educational opportunities at the origin will thwart the supply of child labor from vulnerable households.
2. In addition to the general poverty problem the supply of children from rural households is also triggered by life cycle events in the families, including the conflict between parents. Village Development Committee level arrangements to protect children from such families through a

decentralized social protection system can put a curb on the supply front. In the absence of social protection families are treating children as means to solve the problems they face.

3. Better legal arrangements are needed to eliminate child labor in its worst form as it exists in the domestic sector. For this purpose, children below 10 years of age should be completely banned. For other children, work conditions such as workload, pay, educational access, and opportunity to socialize needs to be regulated. For this to happen the current Acts governing child labor need reformulation. They should make local bodies—Municipalities and Village Development Committees responsible to identify, monitor, and rehabilitate children at work. Such bodies should be supported with adequate resources and skills to act on and oversee the problem of child labor at a decentralized level.
4. Managing the demand side of DCL is equally important. So long as DCL service remains cheap, the growing urban population will lead to higher demand of children for work. On the demand side management, employers should be made to pay the minimum salary, send child to school, and more importantly, should be prevented from making children work excessive hours. Social pressure should be built to make salary payment transparent, by requiring the employers to deposit the salary of child laborers in the bank accounts. Monitoring of this should be entrusted to the local bodies such as municipality and VDCs.
5. Trade Unions need to be encouraged to seriously take up the issues of domestic child labor. In first place, TUs should work towards eliminating child labor by promoting adult labor for domestic work. Secondly, the salary of DCL needs to be monitored and employers should be made to pay the stipulated salary to the working children.
6. Ministry of Labor and Employment (formerly Ministry of Labor and Transport Management) needs to take a leading role in monitoring and overseeing child labor issues. In particular, it should see that the legal provisions are met, and new legal instruments are created to address the dynamics in the child labor front. Similarly, the Ministry of Women, Child and Social Welfare (MoWCSW) should be active in devising and monitoring the interventions to ease the plight and solve child labor problems. MoWCSW should assist DCWB in the districts by enhancing resources and capacity so that child labor problem is tackled at decentralized level. Coordination among civil society organizations and local bodies such as VDCs and municipality can best be worked out by the DCWB at the local level.

At the Micro Level

1. Local governments (VDC, municipalities) and civil society organizations should be encouraged to declare their areas ‘child labor free zones’. Initiatives towards this purpose should be availed with technical and financial support from the government, NGOs and INGOs working on children issues. In fact, innovation can be made to ease child labor problem if NGOs and INGOs adopt specific urban and rural areas and work together with local agencies to solve the child labor problem.
2. To encourage the local schools to enrol child laborers an incentive system should be devised. Schools should be provided extra support per child laborer enrolled. This will encourage

schools to look for DCL not currently enrolled and motivate the employers to send children to schools.

3. Similarly, at the source of origin, schools should be encouraged to prevent dropouts due to economic reasons by providing educational support to such children. Local bodies should allocate annual budget targeting the dropouts from schools and schools should be supported with that fund.
4. Public awareness campaign against exploitative practices among DCL is needed. Local level CBOs such as mother's club and different users groups, employers' and workers organizations can be the vehicle for awareness campaigns.
5. Especially in the urban areas where there is concentration of DCL in small areas, child-to-child campaigns against DCL practices can be initiated in the schools among the school children. These children can be motivated to defend the rights of DCL employed at home or by neighbours or relatives. Schools should be encouraged to dedicate one day per year in campaign against child labor, by involving children in debating problems and solutions of child labor problem.

Research

1. Municipality level detailed studies of DCL are important and should be conducted regularly; this will provide basis for interventions and monitoring at the local level.
2. Large scale surveys such as Population Census, Labor Force Survey and National Living Standard Survey should be made to include child labor issues. The national level findings will provide foundations for policy level initiatives to combat child labor problems.

Media

1. Media, especially visual media, should be encouraged and supported to take up and air the issues of DCL. This can be one of the effective campaigns against child labor use.
2. Journalists can play an important role in support of campaigns against child labor. Training journalists for this purpose is recommended. Also instituting annual award to best reporter on child labor issue can work as incentive for increased coverage on child labor problems.

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ANNEXES

Annex I: Districts Classified by Child Labor population [2001]

More than 10,000

	District	
1	KATHMANDU	19461
2	MORANG	15136
3	KAILALI	12711
4	DHANUSHA	12286
5	SIRAHA	11922
6	JHAPA	11533
7	SUNSARI	10839
8	SARLAHI	10707

5000 to 10,000

	District	
1	SAPTARI	9493
2	MAHOTTARI	9493
3	RAUTAHAT	9435
4	RUPENDEHI	7916
5	NAWALPARASI	7407
6	KASKI	6971
7	CHITWAN	6855
8	UDAYAPUR	6813
9	BARA	6431
10	KANCHANPUR	6106
11	BANKE	6057
12	DANGDEOKHURI	5785
13	TANAHU	5762
14	BARDIYA	5633
15	SYANGJA	5402
16	MAKWANPUR	5048

2000 to 5000

	District	
1	KAVREPALANCHOK	4716
2	PARSA	4690
3	LALITPUR	4621
4	GULMI	4557
5	ILAM	4486
6	BAGLUNG	4369
7	KHOTANG	4325
8	KAPILVASTU	4269
9	GORKHA	4063
10	SINDHUPALCHOK	3944
11	SINDHULI	3903
12	NUWAKOT	3850
13	ACHHAM	3830
14	PALPA	3767
15	SURKHET	3725
16	RAMECHAP	3521
17	PYUTHAN	3366
18	DHADING	3350
19	DOTI	3327
20	LAMJUNG	3292
21	BHAKTAPUR	3003
22	DAILEKH	2985
23	ROLPA	2967
24	DOLAKHA	2867
25	PARBAT	2863
26	ARGHAKHANCHI	2776
27	BAJHANG	2766
28	DHANKUTA	2694
29	BHOJPUR	2679
30	PANCHTHAR	2647
31	BAITADI	2647
32	OKALDHUNGA	2554
33	MYAGDI	2130
34	RUKUM	2116
35	SOLUKHUMBU	1861
36	TAPLEJUNG	1764
37	JAJARKOT	1701
38	DADEL DHURA	1644
39	SANKHUWASABHA	1541
40	TERHATHUM	1498
41	BAJURA	1178
42	SALYAN	1027

Less than 2000

	District	
1	SOLUKHUMBU	1861
2	TAPLEJUNG	1764
3	JAJARKOT	1701
4	DADEL DHURA	1644
5	SANKHUWASABHA	1541
6	TERHATHUM	1498
7	BAJURA	1178
8	SALYAN	1027
9	JUMLA	999
10	DARCHULA	896
11	RASUWA	539
12	MUSTANG	471
13	HUMLA	456
14	DOLPA	421
15	KALIKOT	309
16	MUGU	299
17	MANANG	139

Annex II: Survey Questionnaire for Domestic Child Laborers in Nepal

SN	Questions	Code
1	District	
2	Municipality/VDC	
3	Ward No	
4	Sub-ward/ <i>Tole</i>	
5	Name of the Interviewer	
6	Date of Interview	

1.2.I. Origin, Family Description and Reasons for Work

QN	Questions	Response Category & Code	
01	Age: How old are you?		
02	Birth Registration: Is your birth registered in the place of origin	Yes	1
		No	2
03	Caste: What is your caste		
04	Sex	Boy	1
		Girl	2
05	Duration of Service in Current Place	Year	
		Month.....	
06	Place of origin (Home Address)	District	
07	What did you do prior to joining current job?	Attending school	1
		Own farm/household work	2
		Wage work	3
		Other (state)	4
08	How/Why did you come here for work?	Friend's advice	1
		Own opinion	2
		Parents advice	3
		Domestic conflict	4
		Step mother/father	5
		Conflict affected	6
		Others (state)	7
09	With whom did you come?	Parents	1
		Relatives	2
		Friends	3
		Own	4
		Broker	5
		Others (state)	6
10	At what age did you start working as a domestic child laborer (years)	5 to 7	1
		8 to 9	2
		10 to 11	3
		12 to 14	4
		15 and above	5
11	Is it your first place of work as a domestic child laborer?	Yes	1
		No	2
12	If not, which place ?	Second	1
		Third	2
		Forth	3
		Fifth or above	4
13	Did you work in other occupation before becoming a domestic child laborer?	Yes	1
		No	2
14	If, yes what work?		

15	(If this is not your first place working as a DCL.. then ASK) Why did you change your work place?	Low remuneration 1 Punishment/harassment 2 Not allow to go to school 3 Insufficient food 4 Sacked by 5 Other (specify) 6
16	Do your parents know your whereabouts?	Yes 1 No 2
17	Are your parents alive?	Father dead 1 Father alive 2 Mother dead 3 Mother alive 4 Father deserted 5 Mother deserted 6
18	Family member/s (including married sisters)	Number.....
19	Which child are you in your family (in the order of birth)?	First 1 Second 2 Third 3 Fourth 4 Fifth 5 Others (specify) 6
20	Are there any members of your family below 18 years, working as a wage earners or domestic laborer?	Yes 1 No 2
21	If yes, how many?	Number.....
22	Do you know any child (<18 years) from your village (other than family members) who work as a child labor?	Yes 1 No 2
23	If yes, how many ?
24	Tell us two main sources of income of your family.	Farming 1 Service 2 Trade 3 Wage 4 Other (specify) 5
25	Family has own home?	Yes 1 No 2
26	Family has farmland?	Yes 1 No 2
27	If has land, how much?	Bigha/Ropani Katha/Aana
28	Are your parents in debt?	Yes 1 No 2 Do not know 3
29	If yes, did they borrow loan/take advances from your employer?	Yes 1 No 2 Do not know 3
30	If yes, how much ? (In NPR)	Rs..... Do not know
31	Is your family a new migrant (migrated in last 10 yrs) to the place of origin ?	Yes 1 No 2
32	How far (in minutes) is school in place of origin?	Minutes
33	Did you start work due to any special event in the family?	Marriage 1 Death 2 Long term sickness 3

		Parents Separation	4
		Parents remarrying	5
		Parents fued	6
		Being affected by conflict	7
		Other (specify)	8

II. Type of Work and Work Environment

34	Type of main work you do here ?	Kitchen work	1
		Dish washing	2
		Child minding	3
		Cloths washing	4
		House cleaning	5
		Other (specify)	6
35	Which is your second priority job ?	Kitchen work	1
		Dish washing	2
		Child minding	3
		Washing Cloths	4
		House cleaning	5
		Other (specify)	6
36	Time you start in morning	Time	
37	Time you finish in the evening	Time	
38	Did you get any injury while working in last 6 months?	Yes	1
		No	2
39	If Yes, specify	Cut	1
		Burn	2
		Fracture	3
		Others (specify)	4
40	Quality of your food	Better than home	1
		As in home	2
		Not good as home	3
		Other (specify)	4
41	Is there any difference between your and your employers' food	Yes	1
		No	2
42	If yes, what's the differences	Different food	1
		Remaining/Wastage food	2
		Others (specify)	3
43	Quality of your bed	Better than home	1
		As home	2
		Not good as home	3
		Other (specify)	4
44	Did you bought any of these during last three months ?	Clothes	1
		Slipper/shoes	2
		Soap	3
		Tooth Brush/paste	4
		Food items	5
		Others (specify)	6
45	How much salary and others benefits you have been promised ?	Per months Rs	
		Annual Rs	
		Only fooding and clothing	1
		Fooding, clothing, schooling facility	2
		Job provision later on	3
		Do not know	4

46	Who collects your salary?	Self 1 Parents 2 Others (specify) 3
47	Are you satisfied with work and pay? Work	Work Yes 1 Work No 2 Don't know 3 Salary Yes 1 No 2 Do not know 3
48	What type of work and salary will make you happy?	Work Ok 1 ¾ of present work load 2 ½ of present work load 3 do not want to continue work 4 Salary Ok 1 50% increment 2 100% increment 3
49	Have your parents taken loan from the master after you began work?	Yes 1 No 2 Do not know 3
50	If yes, how much?	Rs Do not know

III. Education, Health and Personal Matters

QN	Questions	Response Category & Code
51	Are you literate?	Yes 1 No 2
52	Up to which grade have you studied?	Grade
53	Do you go to school currently?	Yes 1 No 2
54	If Yes, in which grade you studying?	Class
55	Do you have enough educational materials?	Yes 1 No 2
56	Who bears the cost of schooling	Master 1 NGO 2 School 3 Others 4
57	Have you participated or are participating in any informal education classes or any training?	Yes 1 No 2
58	When is your home work time?	Morning 1 Day time 2 Night 3 No time for home work 4
59	If you are not enrolled in school, did your employer promise you that s/he will enroll you?	Yes 1 No 2
60	Have you dropped out of school	Yes 1 No 2
56	If yes, reasons for dropping out	Master don't pay fee 1 Over work load in home 2 Discrimination in school 3 Others (specify) 4
57	Are you better-off here than at your home?	Yes 1 No 2

58	If yes, what are reasons?	Education	1
		Food	2
		Clothing	3
		Urban	4
		Companion	5
		Others (specify)	6
59	Have you fallen sick here?	Yes	1
		No	2
60	If Yes, type of sickness?	Cough and cold	1
		Fever/Measles	2
		Chest pain/respiratory problem	3
		Headache	4
		Water borne disease	5
		Back pain	6
		Others (specify)	7
61	Who pays for your medical expenses?	Self	1
		Employer	2
		Others (specify)	3
62	Do you have to work when you are sick?		

IV. Penalty

QN	Questions	Response Category & Code
63	Have you been penalized?	Yes 1 No 2
64	Can you quit your job?	Yes 1 No 2
65	If not, why cannot you quit?	Complete the year 1 Parents/Relative have taken debt 2 Don't get better than this job 3 Parents don't allow 4 Others (specify) 5
66	How do you spend your leisure time?	Watch TV 1 Play 2 Study 3 Other (specify) 4
67	Allowed to visit home	Yes 1 No 2
68	How many times have you visited your home last year?	Times
69	If not allowed how many years have you not visited home?	Year
70	Would you bring somebody like you to work as a domestic child laborer?	Yes 1 No 2
71	If Yes, (mark two reasons)	Better than in village 1 Good food 2 Good clothing 3 Schooling 4 Others (specify) 5
72	If No, (mark two reasons)	Feel Isolated 1 Bad treatment 2 Bad food 3 work load high 4 Risk of sexual abuse 5 Other (specify) 6

Checklist for Focus Group Discussion with Knowledgeable Persons

- How do you define a domestic child laborer?
- How many domestic child laborers (boy/girl) are there in your sub-ward ?
- What are the positive and motivational features of keeping the domestic child labor?
- What sort of work does a domestic child labor usually do? Please list two major work s/he does.
- What is the rate and pattern of remuneration for a domestic child laborer? Please list two major types of remuneration.

Pattern of remuneration	Rate	
	Boys	Girls

- Do you recall any good/bad story in the context of relationships between the domestic child laborer and his / her employer?
- Do you recall any good/bad story in relationships between the domestic child laborer's family and his / her employer?
- How do you assess the education and health situation of the domestic child labor in your sub-ward? What are the reasons for it?
- Being a domestic labour, has s/he got any opportunities in the sub-ward e.g. education, training, facilities etc?
- What was the impact of those opportunities in his/her life? Can you recall any success and failure story of a domestic child laborer due to her/ his participation in these programs?
- Are there programs being implemented for the domestic child laborer?
- In your opinion, are the programs implemented for the elimination of domestic laborers effective? If yes, please give reasons?
- If no, what are the reasons (and weaknesses of the programs)?
- What sort of programs must be designed to reduce the problem of domestic child labor/ laborers ?

Door to Door Survey Questionnaire

District: _____ Municipality/VDC: _____

Ward No: _____ Sub-ward No: _____ Settlement/Tole: _____

1. Name of Household Head:.....
2. Caste:.....
3. Occupation of HH head :.....
 1. Agriculture
 2. Service Govt.
 3. Service Private
 4. Daily wages
 5. Self employed
 6. Others (specify)
4. Family description (sharing same kitchen)

Family Description	Male	Female
Less than 18 years		
More than 18 years		

5. Please provide the details of domestic laborers you have employed.

	Name	Caste*	Sex	Age	Place of Origin (District)	Attend school or not 1 Yes, 2 No
1.						
2.						
3.						

***Caste Code**

1. Hill Brahmin/Chhetri/Thakuri
2. Hill Dalit (Damai/Kami/Sarki)
3. *Janajati* (Magar, Gurung, Rai, Tamang, Limbu)
4. Terai Caste (Brahmin/Chhetri/ Vaishya)
5. Newar
6. Terai Dalit
7. Tharu
8. Others

6. If you are not employing any domestic child laborer now, had you employed any before 2-3 years?

1 Yes 2 No

If yes to before, and no to now, why did you discontinue?

Annex III: District wise distribution of sources of DCL

Source districts	District										Total
	Dang	Banke	Kaski	Kailali	Myagdi	Makwanpur	Ilam	Jhapa	Sunsari	Kathmandu	
Dhading			3							7	10
Sankhuwasabha		1								2	3
Bardiya		19	1	1							21
Tanahau										2	2
Sunsari			1						11	4	16
Rautahat										2	2
Banke	1	27	1							1	30
Surkhet		5								2	7
Ramechhap										2	2
Sarlahi		1				1		2	1	2	7
Nawalparasi					1					1	2
Baglung		1								1	2
Udaypur										2	2
Kailali		1		10						2	13
Dhanusha								1	1	3	5
Rupandehi	1		1							3	5
India	1	1			2					2	6
Lalitpur										1	1
Makwanpur			1			6			1	4	12
Syangja			1							1	2
Sindhupalchowk										4	4
Jumla			1							2	3
Chitwan		1	1		2	2				4	10
Saptari								1		2	3
Parsa						1				1	2
Kapilvastu	1									1	2
Morang		1						2	4	1	8
Dang	30		2							1	33
Sindhuli										2	2
Kavre										2	2
Jagarkot		3								1	4
Dolakha		1								1	2
Rolpa	8		1								9
Pyuthan	3	1									4
Kanchanpur	1			1							2
Rukum	2										2
Humla		2									2
Achham		1		1							2
Dailekh		2									2
Salyan		7									7
Kaski		1	4								5
Baitadi				6							6
Darchula				1							1
Doti				4							4
Dadeldhura				3							3
Nuwakot				1							1
Arghakhanchi				1							1
Gorkha			1			1					2
Lamjung			1								1
Myagdi					2						2
Bara						1					1
Ilam							7				7
Jhapa							1	17	1		19
Okhaldhunga								1			1
Dhankuta									2		2
<i>Don't know</i>								1		1	2
Total	48	76	20	29	7	12	8	25	21	67	313

Annex IV: Survey Districts' DCL estimation

District	Child labor Participation (percent)	Rapid Assessment Estimate Total # of child labor	Est. From UNICEF Surveys 2011	Notes on other estimates
Dang	6.0	4,931	922	Tulsipur (prevalence 5% - 567 CDW - based on 3,406 HH survey) Gorahi. (prevalence 3% - 355 CDWs - based on 2,743 HH survey)
Banke	13.6	9,159	1,795	Munic 17 wards and 5 neighboring VDCs (prevalence 13.6 % 1,795 CDWs - based on survey of 1,217 HHs)
Kaski	2.7	2,265	1,723	1 city – 1 Municipality & adjoining VDCs Pokhara (prevalence rate 3% - 1,678 CDWs – based on 20,759 HH surveyed) Leknath (prevalence rate 1% - 63 CDWs based on 9,744 HH surveyed)
Kailali	4.4	4,110		
Myagdi	1.4	351		
Makwanpur	1.7	1,184		
Ilam	1.7	923		
Jhapa	3.8	4,749		
Sunsari	1.9	2,320		
Kathmandu	10.0	23,495	7,921	Kathmandu Metro City (prevalence 5% - 7,921 CDWs - based on survey 71,130 HHs)
Biratnagar			1,387	All HHs in Municipality (prevalence 5%)
Chitwan			1,823	Bharatpur (prevalence 3% 650 CDWs) Ratnanagar (prevalence 8% - 581 CDWs) Semi-urban VDCs 592 CDWs
Total	4.9	53,488		