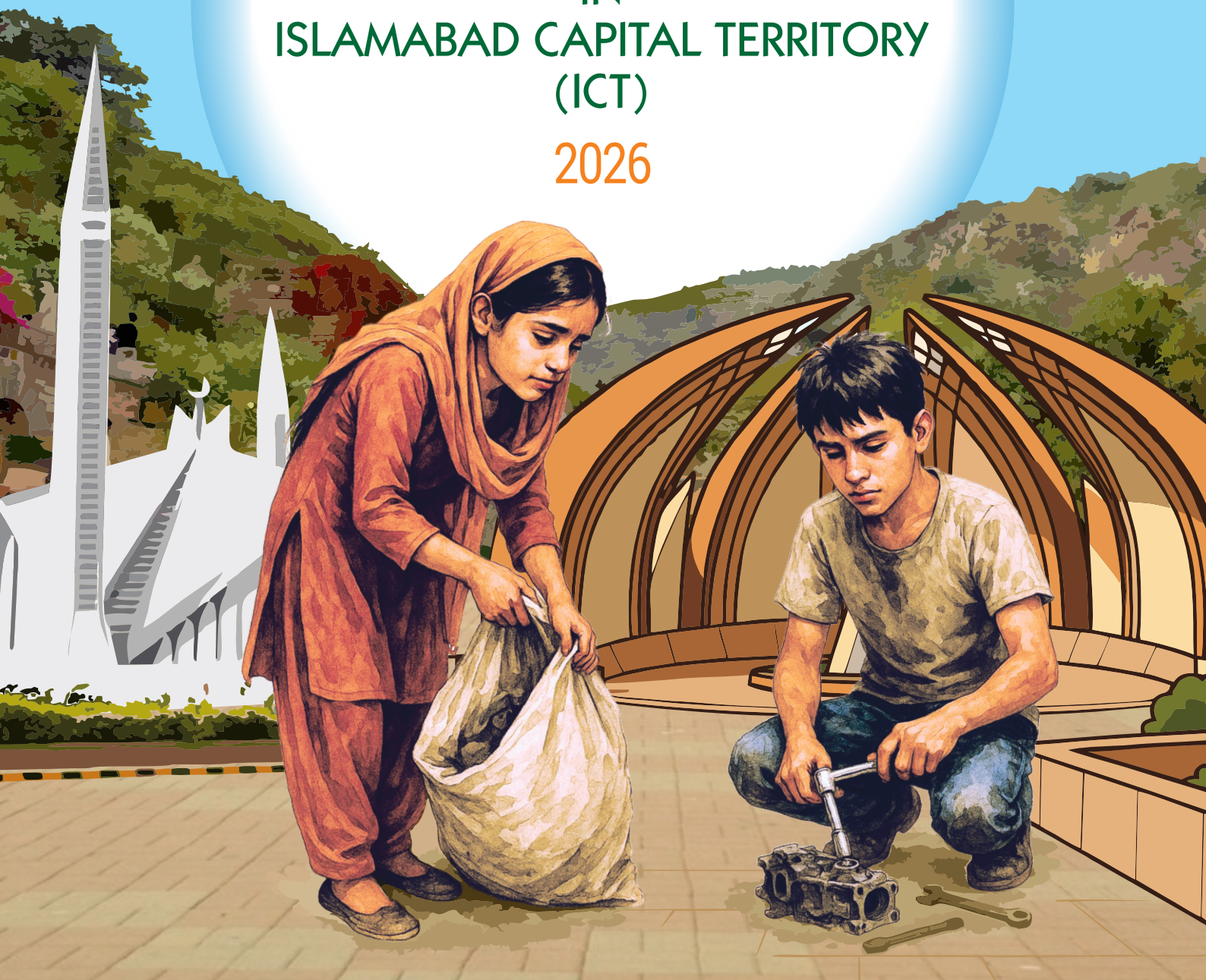


COSTED ACTION PLAN
TO ERADICATE
CHILD LABOUR
IN
ISLAMABAD CAPITAL TERRITORY
(ICT)
2026





Sohail Ashraf

Chief Commissioner

Islamabad Capital Territory (ICT)

Chairperson, ICT Council on Child Labour (ICT-CCL)

Islamabad, 2026

Message from the Chief Commissioner Islamabad Capital Territory (ICT)

Every child in Islamabad deserves a safe childhood free from economic exploitation and child labour. The ICT Child Labour Survey (2024) found that 2.4% of children aged 5–17 are engaged in child labour, with majority exposed to hazardous conditions. Behind every statistic is a child whose potential is being foreclosed, in markets, workshops, and homes, at the very age they should be in school. It is against this backdrop that I am proud to present the Costed Action Plan to Eradicate Child Labour in the Islamabad Capital Territory. This plan is the product of a rigorous and inclusive consultative process, developed with the technical assistance of UNICEF and the Oxford Policy Management (OPM), and through meaningful engagement with federal ministries, departments, commissions, and civil society organisations. It is, above all, a statement of collective resolve. The action plan is structured across six thematic pillars: (i) Education, (ii) Non-Formal Education (NFE), (iii) Technical and Vocational Education and Training (TVET), (iv) Labour Protection, (v) Child Protection, and (vi) Social Protection. Together, these pillars represent a comprehensive evidence driven response to the multi-dimensional drivers of child labour in ICT. Over three years, the plan aims to reach over 62,500 children, mainstreaming them into formal schooling, equipping adolescents with market-relevant skills, strengthening legal and regulatory frameworks, and ensuring that the most vulnerable families are supported through targeted social protection. The ICT Council on Child Labour (ICT-CCL), formally notified in November 2025 under my chairpersonship¹, brings together institutions which includes Federal Directorate of Education, National Vocational and Technical Training Commission, National Education Foundation, Child Protection Institute, Ministry of Poverty Alleviation and Social Safety, Labour Welfare Department, other ministries/departments/commissions, international development partners and civil society organisations. The council aims to bring education, labour, child protection, social safety, skills development, law enforcement, and civil society into a single governance and accountability structure to address child labour. This council is not merely a coordination forum; it is the institutional engine through which this action plan will be driven, monitored, and held to account. Implementation will demand sustained commitment at every level. I call upon each member institution of the ICT-CCL to treat this plan as their own mandate, to prioritise the no-cost and early win actions without delay, and to report progress transparently at each council meeting. I also call upon our partners to continue their invaluable technical and operational support as we move from planning to action. The eradication of child labour is not a task that belongs to any single department. It requires the whole of government, and the whole of society. With this action plan, Islamabad Capital Territory commits to doing its part for every child who deserves nothing less than the full promise of their childhood.

¹ Copy of the notification is attached as Annexure

Introduction

The Costed Action Plan to eradicate Child Labour in Islamabad Capital Territory (ICT) is the outcome of a structured, evidence-based, and multi-sectoral process led by the Islamabad Capital Territory Administration with technical support from UNICEF and Oxford Policy Management (OPM). The process began with the dissemination of findings in June 2025 from the ICT Child Labour Survey 2024, which provided the evidence base for action. This was followed by a series of consultations with government institutions, civil society organisations, private sector, and development partners to identify priorities, institutional responsibilities, and implementation mechanisms.

A first stakeholder consultation and questionnaire exercise was conducted in September 2025, followed by a second multi-stakeholder consultation in October 2025 to review findings and build consensus on strategic interventions. To institutionalise coordination and oversight, the ICT Council on Child Labour (ICT-CCL) was formally notified in November 2025. The Council subsequently convened a series of meetings and bilateral engagements with key institutions including the Federal Directorate of Education (FDE), National Vocational and Technical Training Commission (NAVTTTC), National Education Foundation (NEF), Child Protection Institute (CPI), Benazir Income Support Programme (BISP), and Labour Welfare Department to refine priorities, define roles, and agree on implementation modalities.

These consultations and technical discussions culminated in the development of a comprehensive, costed and results-oriented action plan. The plan reflects a shared commitment across education, labour, child protection, social protection, and skills development sectors to address the multiple drivers of child labour in ICT.

The costed action plan endorsed by the respective ministries and departments and approved by the ICT Council on Child Labour, provides a coordinated roadmap for implementation over the next three years, translating evidence and stakeholder consensus into concrete actions, budgets, and accountability mechanisms aimed at preventing child labour, protecting vulnerable children, and expanding opportunities for their development and well-being.

ICT Costed Action Plan

Costing Summary

Year Wise Budget (in Million PKR)			
Theme	Year 1	Year 2	Year 3
Education	902.315	966.215	1098.275
NFE	112.86	210.72	265.65
TVET	18.35	88.95	89.25
Labour Protection	57.8	29.7	27.5
Child Protection	46.46	27.89	29.15
Social Protection	89.05	114.35	139.65
Total	1226.835	1437.825	1649.475
Grand Total	4314.135		

Theme Wise Budget (in Million PKR)						
Year	Education	NFE	TVET	Labour Protection	Child Protection	Social Protection
Year 1	902.315	112.86	18.35	57.8	46.46	89.05
Year 2	966.215	210.72	88.95	29.7	27.89	114.35
Year 3	1098.275	265.65	89.25	27.5	29.15	139.65
Total	2966.805	589.23	196.55	115	103.5	343.05
Grand Total	4314.135					

Cost Per Beneficiary

Beneficiary Chart for 3 years			
Theme	Age Groups	Gross number of children	Net number of children
Education	Age 5-13	18700	9700
	Age 5-17	50650	22825
	Age 13-17	1500	0
NFE	Age 5-17	18000	13500
TVET	Age 14-17	4000	0
Social Protection	Age 5-9	7500	7500
	Age 9-17	14400	9000
Total		114750	62525
Cost Per Child (for 3 years)			Rs 68,998.56
Cost Per Child per year			Rs 22,999.52

Detailed Costing

No cost / Targeting existing resources

Resources required

Theme I: Education

Lead Agency: Federal Directorate of Education (FDE)

Action Plan	Supporting Agencies	Cost (In Million PKR)			
		Year 1	Year 2	Year 3	Total
Short Term					
1.1 Develop and implement a Student Attendance Monitoring and Redress System (SAMRS) to identify and support children at risk of dropping out.	NCHD, BECS	0	0	0	0
Medium Term					
1.2 Increase utilisation of existing government schools by introducing double-shift classes in 150 additional schools to enrol 4500 Out-of-School Children (OOSC).	NCHD, BECS, CSOs	55.8	111.6	167.4	334.8
1.3 Provide education supplies to 4500 newly enrolled OOSC in 150 schools under the double-shift programme to reduce financial burden on poor households and support regular attendance.	NCHD, BECS, CSOs, Corporate Bodies, International Aid Institutions	15	15	15	45
1.4 Extend school meal support in existing 52 double shift schools and include newly proposed 150 double shift schools targeting 9700 students in 3 years.	CSOs, Corporate Bodies, International Aid Institutions	294.8	360.8	426.8	1082.4
1.5 Scale-up the existing school meal programme to additional 55 schools and 22825 students in 11 high-OOSC localities.	CSOs, Corporate Bodies, International Aid Institutions	328.68	328.68	346.94	1004.3
1.6 Expand school transport services for girls and female teacher in 11 high OOSC prevalence localities to address physical access barriers by providing 1 bus in each locality.	ICT Administration, Corporate Bodies	124.08	91.08	91.08	306.24

1.7 Strengthen teachers' and school heads' capacity on child protection by adding early identification and referral pathways into the existing training manual and conducting a master training for Lead Trainers.	CPI	1.405	0.505	0.505	2.415
1.8 Conduct school enrolment campaigns to increase enrolment of children in localities with high prevalence of child labour	CSOs, Corporate Bodies	2.05	2.05	2.05	6.15
1.9 Scale up the Matric-Tech model to schools in the high child labour prevalence localities.	NAV TTC, Corporate Bodies	48.5	24.5	24.5	97.5
1.10 Provision of WASH facilities in 55 schools from 11 localities (5 per locality) with high child labour prevalence in ICT.	NCHD, BECS, ICT Administration, Corporate Bodies	32	32	24	88
Total		902.315	966.215	1098.275	2966.805

Theme II: Non-Formal Education

Lead Agency: National Education Foundation (NEF)

Action Plan	Supporting Agencies	Cost (In Million PKR)			
		Year 1	Year 2	Year 3	Total
Medium Term					
2.1 Establish 450 Non-Formal Education (NFE) centres in ICT to bridge education for 13,500 out-of-school-children and support their transition into formal schooling.	FDE, CSOs	85.86	171.72	214.65	472.23
2.2 Introduce a pre-vocational NFE track offering basic literacy, numeracy, and life-skills training for 4,500 out-of-school-children (5–17-year-old) engaged in or at risk of child labour.	PM Youth Programme, NAVTTC, Corporate Bodies	24	36	48	108
2.3 Build the capacity of 450 NFE facilitators and teachers on multi-grade teaching, psychosocial support, and child-protection referral pathways through annual training cycles.	FDE, CPI, Corporate Bodies	3	3	3	9
Total		112.86	210.72	265.65	589.23

Theme III: TVET

Lead Agency: National Vocational and Technical Training Commission (NAVTTTC)

Action Plan	Supporting Agencies	Cost (In Million PKR)			
		Year 1	Year 2	Year 3	Total
Short Term					
3.1 Review and revise the NAVTTC skills development framework to introduce age-appropriate pre-vocational skills training pathways for adolescents aged 14–17 years, including revisions to age and education eligibility criteria to enable access for out-of-school and child labour-affected adolescents.	Labour Department, ICT Administration, ILO	9.4	2	2.2	13.6
Medium Term					
3. 2 Design pre-vocational and competency-based skills training in non-hazardous, market-relevant trades and build in-house capacity of 25 trainers to deliver these trainings.	PM Youth Programme, Labour Department ICT, Corporate Bodies	5	1.5	1.5	8
3.3 Deliver pre-vocational and competency-based skills training (3 to 6 months courses) in non-hazardous, market-relevant trades for adolescents aged 14–17 years, targeting 2,000 adolescents over two years in ICT localities with a high prevalence of out-of-school children and child labour.	PM Youth Programme, Labour Department ICT, Corporate Bodies	0	57.5	57.5	115
3.4 Provide programme-linked financial and in-kind training support (including meals, transport, toolkits, and related services) for adolescents transitioning from child labour, to enable participation, retention, and successful completion of skills training programmes.	BISP, MoPASS, CSOs, Corporate Bodies	0	24	24	48
3.5 Conduct targeted outreach and admission campaigns in high-prevalence ICT localities to promote TVET enrolment among adolescents, using community engagement and mass-media messaging that raises awareness of skills-based training as a pathway to safe and decent work.	CSOs, NEF, Labour Dep. MoHR, Corporate Bodies	2.05	2.05	2.05	6.15
3.6 Promote safe and supervised work-based learning opportunities, including internships, mentorships, or apprenticeships, for adolescents in non-hazardous occupations, with appropriate safeguards and alignment with child protection and labour standards.	Employer's Federations, Labour Department, ILO and MoHR, Corporate Bodies	1.9	1.9	2	5.8
Total		18.35	88.95	89.25	196.55

Theme IV: Labour Protection

Lead Agency: Labour Welfare Department, ICT

Action Plan	Supporting Agencies	Cost (In Million PKR)			
		Year 1	Year 2	Year 3	Total
Short Term					
4.1 Policy and Legal Reforms: Conduct a policy mapping exercise across labour, education, social protection, and child protection frameworks to identify policy overlaps, inconsistencies, and opportunities for integration and coherence. Enact a new Employment of Children (Prohibition and Regulation) Act for ICT, harmonised with ILO Conventions 138 and 182 and Article 25-A. Amend and strengthen the ICT Domestic Workers Act (2022) addressing identified legal and implementation gaps.	ILO, NCRC, MoHR, MoFEPT, MoOPHRD, Law and Justice Department, ILO, UNICEF	6.2	0	0	6.2
4.2 Update and notify the Hazardous Occupation List for ICT.	MoPHRD, NCRC, CPI, ILO, UNICEF	0	0	0	0
4.3 Conduct risk-based inspections prioritising high-burden sectors (wholesale/retail, household services, crafts/construction, night work)	ICT Police, CPI	0	0	0	0
4.4 Conduct needs assessment and link with social protection schemes to provide support for families of withdrawn or at-risk of child labour (skills development, microcredit, and start-up toolkits for safe household enterprises).	MoPASS (BISP)	4	2	0	6
Medium Term					
4.5 Enhance the Labour Inspection Management Information System (LMIS) to record inspection data, violations, referrals, and follow-up actions, with possible integration to CPI.	NITB, ILO	14	0	0	14
4.6 Strengthen the Labour Department’s institutional capacity by recruiting 10 additional human resource and designating a Child Labour Desk within the Department for supporting Action Plan.	ICT Administration	28.2	23.3	25.6	77.1

4.7 Develop and implement an annual Child-Labour-Free ICT communication strategy/plan focused on behaviour change and targeting areas with higher child-labour incidence (11 localities), through partnerships with media, influencers, community groups, and civil society organizations.	NCRC, MoHR, CPI, UNICEF, CSOs, Corporate Bodies	3.5	2.5	0	6
4.8 Conduct orientation programmes for staff of key stakeholder agencies including MoFEPT, MoHR, Labour Dept (ICT), and other relevant institutions to strengthen understanding of mandates, coordination mechanisms, and accountability in addressing child labour.	NCRC, MoOPHRD, MoHR, MOFEPT, ILO	1.2	1.2	1.2	3.6
4.9 Engage universities and law colleges to introduce awareness lectures or seminars on child labour, child rights, and institutional responsibilities within social sciences, and law programmes.	HEC, Universities, Law Colleges	0.7	0.7	0.7	2.1
Total		57.8	29.7	27.5	115

Theme V: Child Protection

Lead Agency: Child Protection Institute (CPI)

Action Plan	Supporting Agencies	Cost (In Million PKR)			
		Year 1	Year 2	Year 3	Total
Short Term					
5.1 Establish and enforce a licensing and registration mechanism for all child protection institutions, shelters, and childcare centres in ICT.	CSOs, ICT Administration	3.05	0	0	3.05
Medium Term					
5.2 Strengthen the Child Protection Institute (CPI) in ICT by providing staff, vehicles, case management facilities, equipment, and child-friendly resources.	MoHR	28.06	17.54	18.8	64.4
5.3 Build the capacity of the workforce on addressing the issue of child labour in ICT.	Labour Department, NCRC	2.1	2.1	2.1	6.3
5.4 Strengthen the Child Protection Information Management System (CP-IMS) by extending its use to all relevant child protection service-providing departments.	MoHR, UNICEF, PITB	3.75	0.75	0.75	5.25
5.5 Customization of CPI Building (walls, window & Doors)	MoHR, Corporate Bodies	3.0	0	0	3.0
5.6 Capacity building of Staff (case management, data analysis, MIS, Follow-ups	MoHR, UNICEF, PITB	0.5	0.5	0.5	1.5
5.7 Hiring of personnel		4	4	4	12
5.8 Operational cost (30kw Hybrid System + Lithium Batteries (green energy solar system with battery backup))		2	3	3	8
Total		46.46	27.89	29.15	103.5

Theme VI: Social Protection

Lead Agency: Ministry of Poverty Alleviation and Social Safety (MoPASS)

Action Plan	Supporting Agencies	Cost (In Million PKR)			
		Year 1	Year 2	Year 3	Total
Short Term					
6.1 Revise age eligibility criteria under Benazir Hunarmand to enable enrolment of adolescents, and scale skills development programmes for those withdrawn from or at risk of child labour.	BISP, Corporate Bodies, ILO	17.9	17.9	17.9	53.7
6.2 Establish a coordinated targeting and referral mechanism linking Child Protection Institutions and Labour Departments with BISP systems to prioritise enrolment of identified child labour cases and at-risk families in social protection programmes.	BISP, CPI, Labour Department	0	0	0	0
Medium Term					
6.3 Expand enrolment and retention of OOSC in formal education through Benazir Taleemi Wazaif to reduce the economic drivers of child labour	BISP, FDE	25.3	50.6	75.9	151.8
6.4 Provide non-formal and accelerated learning programmes (ALPs) for OOSC, in collaboration with NCHD and linked with social protection, to support transition into formal education.	BISP, NEF, NCHD, BECS, Corporate Bodies	45.6	45.6	45.6	136.8
6.5 Strengthen social protection for vulnerable households through income support (e.g. BISP Kafaalat) and livelihood interventions to reduce reliance on child labour.	BISP, Labour Department	84.5	187.2	280.8	552.50
6.6 Integrate early childhood protection, birth registration promotion, positive parenting, disability/developmental delay referral and violence/neglect prevention messaging through Benazir Nashonuma CCT Health & Nutrition.	BISP	0.25	0.25	0.25	0.75
Total		173.55	301.55	420.45	895.55
Existing allocations		84.5	187.2	280.8	552.5
Net Budgetary Requirement		89.05	114.35	139.65	343.05

Annexure

**GOVERNMENT OF PAKISTAN
OFFICE OF THE CHIEF COMMISSIONER
DIRECTORATE OF INDUSTRIES & LABOUR WELFARE
LABOUR WELFARE DEPARTMENT
ICT, ISLAMABAD**

No. ADLW8(114) ICT/LWD/2025

Islamabad 06th Nov, 2025

NOTIFICATION

Subject: ISLAMABAD CAPITAL TERRITORY COUNCIL ON CHILD LABOUR (ICT-CCL).

The Competent authority has been pleased to constitute following Islamabad Capital Territory Council on Child Labour (ICT-CCL)

i.	The Chief Commissioner, ICT	Chairman
ii.	Director Labour Welfare Department, ICT	Secretary
iii.	Representative of Ministry of Law and Justice (Not below BS-19)	Member
iv.	Representative of Ministry of Poverty Alleviation and Social Safety (Not below BS-19)	Member
v.	Representative of Ministry of Planning, Development and Special Initiatives, (Not below BS-19)	Member
vi.	Representative of National Commission on the Rights (Not below BS-19)	Member
vii.	Representative of National Vocational and Technical Training Commission (NAVTTTC), (Not below BS-19)	Member
viii.	Representative of National Education Foundation, (Not below BS-19)	Member
ix.	Representative of Industries and Mineral Development Department, ICT, (Not below BS-19)	Member
x.	Representative of Federal Directorate of Education, ICT (Not below BS-19)	Member
xi.	Representative of ICT Police (Not below BS-19)	Member
xii.	Representative of Child Protection Institute (Not below BS-19)	Member
xiii.	Representative of Employers Federation of Pakistan / Islamabad Chapter (Not below BS-19)	Member
xiv.	Representative of Pakistan Workers' Federation/ ICT Representative (Not below BS-19)	Member
xv.	Representative of Director Social Welfare, Ministry of Human Rights, (Not below BS-19)	Member
xvi.	Representative of SPARC,	Member
xvii.	Representative of School of Sociology,	Member
xviii.	Representative of UNICEF,	Member
xix.	Representative of ILO,	Member

2. This Issues with the approval of the Competent Authority.


USMAN ASHRAF (PAS)
Director (Industries & Labour Welfare)
ICT, Islamabad

Copy to:

- i. The Chief Commissioner ICT, Islamabad
- ii. Secretary Ministry of Law and Justice
- iii. Secretary Ministry of Poverty Alleviation and Social Safety
- iv. Secretary Ministry of Planning, Development and Special Initiatives
- v. Chairman National Commission on the Rights of Child (NCRC)
- vi. Chairman National Vocational and Technical Training Commission (NAVTTTC)
- vii. Chairman National Education Foundation
- viii. Director General Federal Directorate of Education, ICT
- ix. IG ICT Police
- x. Director General Child Protection Institute
- xi. Employers Federation of Pakistan / Islamabad Chapter
- xii. Pakistan Workers' Federation / ICT Representative
- xiii. Director Social Welfare, Ministry of Human Rights
- xiv. SPARC
- xv. School of Sociology, Quaid-e-Azam University
- xvi. UNICEF
- xvii. ILO

