ABSTRACT:

Child labour is not a new phenomenon. There are references to slavery, domestic services and master servant relationship even in the literature. In the historical perspective it has been found that there existed child labour and girls were used as domestic servants, personal servants and often worked as helpers and apprentices to the adult. They worked as agriculture helpers with their parents and the girls helped the family in the fields and in the house with household chores. It was during the industrial revolution the families migrated to the urban areas and the child was inducted in the work force. During the same time the family needed more helping hand in order to meet both ends meet and the girl child was forced to take up the job of domestic help as it did not need any skill or training but, only needed one qualification that she is a girl.

The work has been conducted in the city of Nasik with regard to girl child labour as domestic help. It has been observed that more often girl child starts participation in work activities/domestic work as to she being a female at a very young age, as early as 10 years or even earlier in some cases. She spends long hours of domestic activities. The researcher has felt that in view of working hours, conditions of work, lack of responsibility by the employer, lack of terms of employment, it has been focused on the girl child as part of work force contributing in the economy of the country and the need for social security to the girl child labour as domestic help. It is observed that the fact the girl child is working and total abolishment of the work should be eliminated, regulatory measures provided and the existing social security laws be extended to her.

The objective of the research is to study the Constitution of India, the various labour legislations and the Human Rights perspective so that it could be studied whether there are any special provisions with regard to the girl child labour as domestic help, so that she could be given recognition and find the place in the society which she has been given, attains the status she deserves and the dignity of life that is her right given by the Constitution.

The research work also intends to study the girl child labour as domestic help with respect to working hours and other detriments which would provide her social security. The work has also tries to define the word ‘child’, ‘child labour’ and ‘girl child labour’ with reference to all the
labour legislations. The researcher has analysed almost all the existing laws relating to unorganized sector social security acts.

The researcher has observed that the Constitution of India has a lot of provisions regarding fundamental rights of the citizens. But it is now necessary to include the word girl child while addressing the provisions regarding the child. It is necessary because keeping in mind the traditional attitude of the Indian society to favour the male child to the female child who always keeps the girl child behind with regard to facilities and benefits. The Constitution of India has through the Directive Principles of State Policy directed the States to make laws suitable to the society at large and also extend laws to the weaker and vulnerable sections of the society. But it has been observed that in spite of the directives; the states have not yet been able to formulate laws which could give social security to the girl child labour as domestic help who forms a very large part of the working force of the child labour.

The various labour legislations have also been studied and it has been found that the all the labour laws which at present are applicable to only the organized sectors can be extended to the organized sector workers. Also all the social security laws that are applied to the organized sector can be made applicable to the unorganized sector. The need is to form a political will which would help transform the scene of the Indian work force.

The research work has been conducted even from the international point of view in which the Human Rights Conventions has been studied and it is found that even the human rights lack provisions regarding the girl child labour. The various conventions have focused on the abolition of child labour, regulating the conditions of work, providing unemployment allowance to the elders or even providing social security to the child labour. The Conventions have also made it mandatory on all the signatory states to make laws in accordance to the Articles of the Conventions. But it has observed that the member states have failed to follow the suggestions made by the Conventions on various issues pertaining to the child labour. It has also been observed that the girl child finds no place even in the Human Rights Conventions.

The data collected from three sources have been analysed and concluded that there is existence of the girl child labour as domestic help and she works unregulated and contributes to the
The suggestions given by the experts are of immense value for the researcher as the research conducted has been a work by including the society, by understanding the needs of the society, by taking into considering the needs of the weaker sections of the society and to see that the existing laws with regard to social security are extended to the maximum of the work force. The role of Trade Unions and NGO’s has been appreciated. The experts have suggested for providing registration number for the girl child labour because it would help in establishing employer-employee relationship. The registration of the girl child would help in extending the existing labour provisions relating to working conditions, hours of work, terms of employment, leave provisions and other benefits which are provided to the organized sector. It will be also helpful in providing social security to the girl child labour as domestic help who is also an important part of the society. She is also the future of the country because today’s child would attain women-hood in future.