Annexure I

Glossary of Important Terms

For the purpose of this study the following shall mean:

Resident Child Worker:

A child worker is deemed to be resident if he has been putting up in Kashmir valley for period equivalent to a period of at least six calendar months during the year under study or in the preceding year.

Work:

Work is defined as participation in any economically productive activity with or without compensation, wages or profit. Such participation may be physical and/or mental in nature and may be within or outside family set up.

Main Worker:

A person who has worked for a major part of the year preceding the date of enumeration which means one who was engaged in any economically productive activity for 183 days (six months or more in the previous year).

Marginal Worker:

A worker who had not worked for the major portion of the year preceding the date of enumeration (less than six months in the previous year) is termed as marginal worker.
**Child Worker:**

a) A person who is below 14 years of age and is economically active whether in or outside his home as main or marginal worker which interferes into his schooling.

b) A person who is below 18 years of age and is engaged in any hazardous job threatening his physical, moral and mental development.

**Work Centre:**

A work centre shall be a work place conducted by the one or more members in the family setup or outside the family set up headed by a master worker. It shall be smaller than the scale of a registered factory and should be engaged in manufacturing, processing, servicing and repairs of goods.

**Migrant Child Worker:**

A migrant worker shall be a child who is a non State subject and visits the valley with his family for temporary stay exceeding six months in a year and undertakes any job or service for economic consideration receivable by him directly or by his parents. These workers being resident child workers constitute one of the components of the population under study for the purpose of this work.
Annexure II

OCCUPATIONS AND PROCESSES BANNED UNDER CHILD LABOUR (PROHIBITION & REGULATION) ACT 1986

PART A
Occupations

Any Occupation concerned with:

1. Transport of passengers, goods or mails by railways;
2. Cinder picking, clearing of an ash pit or building operation in the railway premises;
3. Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from the one platform to another or in to or out of a moving train;
4. Work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway line;
5. A port authority within the limits or any port;
6. Work relating to selling of crackers and fireworks in shops with temporary licenses;
7. Abattoirs/slaughter House;
8. Automobile workshops and garages;
9. Foundries;
10. Handling of toxic or inflammable substances or explosives;
11. Handloom and power loom industry;
12. Mines (underground and under water) and collieries;
13. Plastic units and fiberglass workshops;
14. Employment of children as domestic workers or servants
15. Employment of children in dhabas (roadside eateries), restaurants, hotels motels tea shops, spas, resorts or other recreational centres.

d&e. Inserted vide notification No. 1029(e) of 10th July 2006 (implemented from 10th October 2006)
PART B
Processes

1. Beedi making;
2. Carpet weaving;
3. Cement manufacture, including bagging of cement;
4. Cloth printing, dyeing and weaving;
5. Manufacture of matches, explosives and fire works;
6. Mica-cutting and splitting;
7. Shellac manufacture;
8. Soap manufacture;
9. Tanning;
10. Wool cleaning;
11. Building and construction industry;
12. Manufacture of slate pencils (including packing);
13. Manufacture of products from agate;
14. Manufacturing processes using toxic metals and substances such as lead, mercury, manganese, chromium, cadmium, benzene, pesticides and asbestos;
15. “Hazardous processes” as defined in sec 2(9cb) and “dangerous operation” as notice in rules made under section 87 of the Factories Act 1948 (63 of 1948);
16. Printing as defined in Section 2(k) (iv) of the Factories Act 1948 (63 of 1948);
17. Cashew and cashew nut descaling and processing;
18. Soldering processes in electronic industries;
19. “Aggarbatti” manufacturing;
20. Automobile repairs and maintenance including processes incidental thereto namely welding, lathe work, dent beating and painting;
21. Brick kilns and Roof tiles units;
22. Cotton ginning and processing and production of hosiery goods;
23. Detergent manufacturing;
24. Fabrication workshops (ferrous and non ferrous);
25. Gem cutting and polishing;
26. Handling of chromite and manganese ores;
27. Jute textile manufacture and coir making;
28. Lime kilns and manufacture of Lime;
29. Lock Making;
30. Manufacturing processes having exposure to lead such as primary and secondary smelling, welding and cutting of lead-painted metal
constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enameling workshops, lead mining, plumbing, cable making, m wiring patenting, lead castling, type founding in printing shops, store type setting, assembling of cars, shot making and lead glass blowing;

31. Manufacture of cement pipe, cement products and other related work;
32. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
33. Manufacture of dyes and dye stuff;
34. Manufacturing or handling of pesticides and insecticides;
35. Manufacturing or processing and handling of corrosive and toxic substances, metal cleaning and photo engraving and soldering processes in electronic industry;
36. Manufacturing of burning coal and coal briquettes;
37. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
38. Moulding and processing of fibreglass and plastic;
39. Oil expelling and refinery;
40. Paper making;
41. Potteries and ceramic industry;
42. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms;
43. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
44. Saw mill— all processes;
45. Sericulture processing;
46. Skinning, dyeing and processes for manufacture of leather and leather products;
47. Stone breaking and stone crushing;
48. Tobacco processing including manufacturing of tobacco, tobacco paste and handling of tobacco in any form;
49. Tyre making, repairing, retreading and graphite benefication;
50. Utensils making, polishing and metal buffing;
51. Zari making (all processes)
52. Electroplating;
53. Graphite powdering and incidental processing;
54. Grinding or glazing of metals;
55. Diamond cutting and polishing;
56. Extraction of slate from mines;
57. Rag picking and scavenging.

a. For item (2), the following item shall be substituted, namely:
“(2) carpet weaving including preparatory and incidental process thereof”
b. For item (4), the following item shall be substituted namely:

"(4) cloth printing, dyeing and weaving including processes preparatory and incidental thereto"

c. For item (11) the following shall be substituted, namely:

"(11) Building and Construction industry including processing and polishing of granite stones"


e. to j. Inserted by notification No. S.O 397(E) dated the 10th May 2001
Annexure III

Department of Commerce, University of Kashmir
Research project titled "Socio-Economic and Ethical Dimensions of Child Labour in Kashmir"

Public Perception Questionnaire: S. No. ______
(For intellectuals/academicians/public functionaries)

Please give your assessment by (✓) in the appropriate box as per the given scale:

Follow the below given scale:

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Undecided</th>
<th>Agree</th>
<th>Strongly Agree</th>
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</table>

Part A

1. Child labour is a respite for poor people with large family size.  
   1 [ ] 2 [ ] 3 [ ] 4 [ ] 5 [ ]

2. Child labour is a better alternative to child begging and child prostitution.  
   1 [ ] 2 [ ] 3 [ ] 4 [ ] 5 [ ]

3. Providing employment to children is a service to the society for upliftment of poor and destitute.  
   1 [ ] 2 [ ] 3 [ ] 4 [ ] 5 [ ]

4. Child labour helps a transition from lower to higher class to ensure better standard of living.  
   1 [ ] 2 [ ] 3 [ ] 4 [ ] 5 [ ]
5. Employment of children as workers helps them to gain proficiency in the work and emerge as highly skilled and experienced adults.

6. Child labour saves a dysfunctional family and a family with a deficit family budget from starvation.

7. Employment of children as workers ensures survival of families and the industry and hence cannot be considered as undesirable in whatever shape and magnitude it exists.

8. Child labour is no punishment to the tender hands but instead a proper nurture and nourishment to make them best fits in future life?

9. The opinion that child labour is a violation of human rights and a crime against humanity has no rationale as it is a decision of parents who are second to none as well wishers of their children?

10. Child labour is not unethical rather fulfillment of social obligation by employers towards poor of whom government fails to take care of?
Part B

Follow the below given scale:

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<th>Strongly Agree</th>
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<th>Undecided</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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11. Child labour is an undesirable decision forced upon parents as a result of economic necessity.


13. Working children are prone to habits like smoking, gambling and extravagancy.

14. Child labour affects psycho-physical and moral well being of children

15. Child labour is a moral crime against humanity as it compels children to lead premature adult lives

16. Child labour has a high opportunity cost as it leads to loss of potential intellectuals and thinkers in a nation.

17. Hazardous nature of job coupled with excessive work load and long hours of work are so heinous crimes which no nation conscious of citizens rights can tolerate.

18. Working children develop an inferiority complex when they sight school going children which suppresses their courage and creativity.
19. Children as workers are prone to exploitation by reason of their docility

20. Child labour is a punishment to tender hands for no fault of theirs.

Part C

Follow the below given scale:

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<th>Strongly disagree</th>
<th>Disagree</th>
<th>undecided</th>
<th>Agree</th>
<th>Strongly agree</th>
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21. Child labour is an off shoot of poverty which is the result of unequal distribution of wealth.

22. Child labour laws fail as these are unacceptable to people with unsound financial position

23. Lack of reinforcement and reward for educated youth forces parents to send their children for work at an early stage?

24. Commercialization of education forces parents to send their children for work?

25. The corruption prevailing in civil society and weak enforcement of laws leads to child labour with impunity?

26. The illiteracy of parents coupled with lack of proper educational facilities in many areas paves way for child labour?
Part B

Follow the below given scale:

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<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Undecided</th>
<th>Agree</th>
<th>Strongly Agree</th>
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27. Child labour shall be regulated in the right earnest as a complete ban on child labour and consequent withdrawal of children from work centres can render many children jobless for whom there are no adequate arrangements for education and rehabilitation.

28. Child labour shall be abolished through persuasion rather than coercion.

29. More welfare measures shall be launched to discourage child labour.

30. The abolition shall be brought about through greater awareness?

31. The educational system shall be overhauled to make it more effective, poor friendly and market friendly.
Part E

Follow the below given scale:

<table>
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<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>undecided</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<td>3</td>
<td>2</td>
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</table>

32. The parents of child workers shall be booked under the relevant laws.

33. Child labour shall be completely banned in all shapes.

34. The employers of child labourers shall be dealt with through stringent punitive measures.

35. The law enforcement machinery shall be geared up to make them accountable for their duties.

36. The onus of proof of age of child worker shall be laid on employers?

31. Any other suggestion: ______________________________

____________________________________________________

____________________________________________________

____________________________________________________

____________________________________________________
Part I

- Name of the informant: ________________________________
- Name of the organization in which employed: ________________________________
- Qualification: ________________________________
- Occupation/Profession: ________________________________
- Designation: ________________________________
- Service in years: ________________________________
- Phone No: (off) ___________ Mobile ___________
- E mail address (if any): ________________________________

Signature of the informant

Thank you
Annexure IV

Department of Commerce, University of Kashmir
Research project titled “Socio-Economic and Ethical Dimensions of child labour in Kashmir”

Interview Schedule/Questionnaire for Employers

PART ‘A’

1) Name and style of the work center/unit_________________

2) Location of the Work Center___________________________________________

3) Year of establishment_______________________________

4) Nature of activity___________________________________

5) Total number of workers in the work center_____________

6) Number of child workers
   (5-14)______________________________
   (15-17)______________________________

PART ‘B’

Q1. What tempts you to employ children as workers?

   a) Cheap labour □
   b) Absence of threat of unionization □
   c) Children are more productive workers. □
   d) Sympathy gesture towards poor families □
   e) Any other (please specify) □

Q2. How do you view Child Labour?

   a) Better alternative for poor and destitute children □
   b) A proper direction to manpower development in the industry □
   c) Totally unethical □
   d) A crime against humanity □
   e) Any other (please specify) □
Q3. Child Labour is prohibited in many ways. What makes you to violate the laws?

a) Ignorance of law ☐
b) No fear of law enforcement ☐
c) Absence of any threat of report of violation ☐
d) Opportunity cost for not employing children is higher vis-à-vis to face and fight consequences ☐
e) Any other (please specify) ☐

Q4. As a businessman, about what you are more concerned?

a) Profitability of the concern ☐
b) Social responsibilities ☐
c) Both with equal degrees ☐
d) Any other (please specify) ☐

d) Any other (please specify) ☐

Q5. While admitting the presence of child workers in your work center what do you feel?

a) Humility ☐
b) Pride for providing employment to poor children ☐
c) Yourself as a successful businessman to lure docile hands for enhancing the profitability of the business ☐
d) Any other (please specify) ☐

Q6. Has any officer from Labour department visited your organization so far?

Yes/No ☐

Q7. If yes to question number 6, what has been the outcome?

a) Appreciation ☐
b) Reward ☐
c) Punishment ☐
d) Any other (please specify) ☐

Q8 Are you aware of the latest Supreme Court directions for abolition of child labour?

Yes/No ☐
Q.9 Whom do you think has a role to eliminate child labour?

a) Society □
b) Business □
c) Government □
d) NGO's □
e) All of the above □
f) None of the above □

Q.10 Have you informed the labour department about employment of children in your establishment and the work they are entrusted with?

Yes/No □

Q.11 Do you maintain a register of Child Labourers?

Yes/No □

Q.12 Is any child from your household working in the Work Centre?

Yes/No □
# ANNEXURE V

DEPARTMENT OF COMMERCE, UNIVERSITY OF KASHMIR
RESEARCH PROJECT TITLED SOCIO-ECONOMIC AND ETHICAL DIMENSIONS OF CHILD LABOUR IN KASHMIR

**PARTICULARS OF INFORMANTS:**

<table>
<thead>
<tr>
<th>PERSON</th>
<th>NAME OF THE INFORMANT</th>
<th>FATHERS NAME</th>
<th>RESIDENCE</th>
<th>SEX</th>
<th>AGE Apparent</th>
<th>Stated</th>
<th>NAME AND STYLE OF THE UNIT WHERE WORKING</th>
<th>LOCATION</th>
<th>REMARKS</th>
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**Department of Commerce, University of Kashmir**  
**Research Project on Socio-Economic and Ethical Dimensions of Child Labour in Kashmir**  

**Questionnaire for working children**  

**SECTION I  PERSONAL PROFILE**

<table>
<thead>
<tr>
<th>Person No.</th>
<th>Have you ever attended school</th>
<th>Reasons for having never attended school</th>
<th>At what stage have you dropped out</th>
<th>Reasons for leaving school and joining work centre</th>
<th>How many schools are there in your locality</th>
<th>What is the minimum distance from your residence to school</th>
<th>Do you feel any inferiority complex when you sight school going children</th>
<th>What do you do after you are let off from work centre every day</th>
<th>Do you help your family in household work</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>1. was below minimum school age.</td>
<td>1. Pre school</td>
<td>1. Poor in studies</td>
<td>1. yes</td>
<td>1. Play with children</td>
<td>1. Yes</td>
<td></td>
<td></td>
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<tr>
<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>2. school is too far</td>
<td>2. 1st primary</td>
<td>2. School too far and used to miss lessen</td>
<td>2. No.</td>
<td>2. No.</td>
<td>2. No.</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>3. Parents could not afford schooling</td>
<td>3. 2nd pry</td>
<td>3. Schooling unaffordable for parents</td>
<td></td>
<td></td>
<td>2. Enjoy Radio/T V.</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>4. Family does not allow schooling</td>
<td>4. 3rd pry</td>
<td>4. Loss of breadwinner in the family</td>
<td></td>
<td></td>
<td>3. Help in household work</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>5. School not considered valuable by family</td>
<td>5. 4th pry</td>
<td>5. Loss of one or both parents</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>6. School not safe.</td>
<td>6. 5th pry</td>
<td>6. To supplement family income</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>7. To work for pay or family business or farm</td>
<td>7. 6th pry</td>
<td>7. To save a dysfunctional family from starvation.</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>8. Help at home with household chores</td>
<td>8. 7th</td>
<td>8. To pay off a family debt.</td>
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<td>1 Yes &gt; B1</td>
<td>2 No</td>
<td>10. Secondary level</td>
<td>9. 8th</td>
<td>9. To release adult for paid job</td>
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<td>1 Yes &gt; B1</td>
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<td>10. State of unemployment after education</td>
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Pvt. Govt.

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(continued on the next page)
## SECTION II FAMILY PROFILE

<table>
<thead>
<tr>
<th>Person No.</th>
<th>Are both of your parents alive</th>
<th>Which one is dead</th>
<th>Are you an orphan by reason of a victim of armed struggle (AS) or natural calamity (NC)</th>
<th>Number of going children</th>
<th>What is your parents occupation</th>
<th>What is educational status of your parents</th>
<th>Demographic status of family</th>
<th>Type of house family lives in</th>
<th>Ownership of the house the family lives in</th>
<th>Type of family you live in</th>
<th>Total number of family members with detail</th>
<th>Total monthly family income</th>
<th>No. of school going children in the family</th>
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<td>Person NO.</td>
<td>How did you get employment</td>
<td>1. Piece wage worker 2. Weekly 3. Monthly</td>
<td>What is mode of wage payment</td>
<td>What is your present status on the job</td>
<td>No. of days you are supposed to work in a week</td>
<td>No. of hours you work per day</td>
<td>Do you enjoy a holiday</td>
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<td>Remarks</td>
<td>Are you satisfied with the job</td>
<td>Do you face any difficulty on the job</td>
<td>Pl. specify the difficulty</td>
<td>Have you suffered any accident or bodily injury during work</td>
<td>Pl. specify the injury</td>
<td>Do you suffer from any health problems as a result of employment</td>
<td>Are you supposed to stay outside home in connection with employment</td>
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