CONCLUSION AND SUGGESTIONS

The problem of child labour has been persisting in the world since ancient times but has come to haunt the conscience of nations and the international community only some decades ago. This can be attributed to growing realization of human rights as man is born with some natural rights to lead a respectable and dignified life. If nations are to be placed in sound hands and with sound minds, then our children are to be nurtured in an atmosphere where they can develop all of their faculties viz. physical, intellectual, mental and moral. Nations conscious of the need for proper direction and development of human resource do spend a considerable portion of their budget towards this sector. Child care and development is the most powerful instrument for a nation to ensure proper development of human resource to advance in different fields of economic and technological progress and social change. Indeed difference in status in terms of development for a nation lies in the capabilities of its people and not the material assets it possess. The employment of children in different economic and non-economic activities which interferes into their schooling and retards their moral, mental and physical growth shrinking their chances to enjoy the freedoms of childhood and impeding their way to become responsible and capable citizens of tomorrow is a cause of worry for the international community. The docile children are caught in hazardous and non-hazardous job where they are made to work like dumb driven cattle as they cannot grumble against poor working conditions and atrocities committed on them by their employers. Such employer behaviour is a heinous crime which needs concerted efforts of one and all to combat so that these children are not made scapegoats of circumstantial agonies their families are beset with. The
practice of child labour is worst type of human rights violation in which the poor children suffer unseen and cry unheard being discriminated against other children within four walls of households and cottage level work centres and oblivious of public attention. They are the victims of their innocence punished for being born in poor families or by that the greedy employers who want to satisfy their business interests by employing children as labourers justify their action as being sympathizers of these families for saving them from starvation and providing employment to the tender souls. The fact of the matter is that the business organizations now-a-days do not grant priority to social responsibilities over commercial profits of their establishments. The development of doctrine of social responsibilities of business itself is of recent origin when the practice of child labour is prevailing since very olden days.

The present study has attempted to highlight the factors, which influence the incidence of child labour in lock and glass bangle industries. Children work for a variety of reasons. One of the most important is the poverty. Children work to increase the survival of their family and themselves. Though children are not well paid still they serve as major contributors to family income. Children’s age often prompted to work by their parents. Some parents even feel that formal education is not beneficial and that children learn work skills through labour at young age. These misleading and narrow views do not take them to long-term developmental benefits of education into account.

Schooling problem, although some times constitute the child labour but lack of awareness and seriousness for schooling is more common. Yes,
when the schools are in access, the low quality of education often makes attendance a waste of time for the students. Schools in many areas, especially in backward areas suffer from problems like over crowding, inadequate sanitation and apathetic teachers. As a result parents may find no use of sending their children to school, rather they prefer skills learning at home and supplementing the family income. Because parents have too much control over to dominate their perception of children’s value of schooling is main determinant of child attendance.

To find out the causes, consequence and nature of child labour this study was carried out in the two districts of Uttar Pradesh among the working children engaged in lock and glass bangle industries. The study is based on the detailed survey of five hundred sample households in different areas of the districts where the lock making is mostly dominant. Besides surveying households and visiting to various unregistered centres in all the districts were visited. It has been noticed that the child labour is mostly prevalent in households/unregistered manufacturing units. The registered units are free of this menace.

The status of lock manufacturing and glass bangle making and deeply rooted in its history. Working children are being seen in different establishment both government and non-government which do not come within the purview of Factories Act of 1948. The cause does not seem therefore simply incapability of poor families to meet the educational expenditures of children but instead that such families view these tender hands as the bets productive factors to supplement to the family income so as to strengthen their financial standard for varied reasons.
Although child labour and child education have a strong nexus and there is negative correlation between the two but still there are many bottlenecks in the way of parents to send the children for schooling. In spite of having a good schooling network, there are still many places where the aspirants have to travel over long and difficult terrain every day to reach the school. There are many places where in spite of having an educational institution, a proper monitoring is very difficult which results in ineffectiveness of the school system due to willful acts of human element involved in the management and running of the schools.

The entry-age into the industry is the same for both boys and girls, approximately seven to eight years. The diseases peculiar to carpet weaving are common to both boys and girls working therein. However, girls seem to be less inflicted by them compared to boys. It may be explained by alternating waving with other household work which gives a natural respite to the limbs from their typical posture in carpet waving and an exercise too. The fact of reproductive capacity of female being affected, as feared by the medical practitioners was not confirmed in the field-investigations, neither the doctors had cited any cases to substantiate it.

Low wages to children compared to adults is an accepted norm in the industry and by the parents, even when it is a well-known fact that children are the indispensable component of labour especially at the loom. Exploitation of labour and low wages is infect common to both children and the adults in the industry.
Low level of education and early exit from the school can partly be explained by child-labour but not fully. It is the whole culture of illiteracy rather than child-labour, which is responsible for a heavy drop-out rate from the schools even at that early stage of child-education. Since the whole atmosphere at home and at school, is sans books and literature, education does not take any roots in the life of a child.

The field observations reveal that the children who pick up interest in studies in the otherwise illiterate milieu, do damage to continue as long as they wish and work part-time in the industry. Rarely, such children are forced out of the school by the parents. It is only when parents feel that children are befooling themselves in the streets instead of sitting in the class-rooms that they induct them into work.

Most of the parents are quite ignorant of the long-term consequences of child-labour reflected in generations' poverty, ignorance and poor health. They accept their pattern of life as it has come to them from their ancestors. Only a few families, who are exposed to modern living and education, realize that a child-worker is at a disadvantage during his adult-life if not educated and exposed to modern way of life, thinking and business outlook. These feelings come up only for the boys and not for the girls who they think are ultimately to be married off and who have the main responsibility of looking after the household work.

The enactment of laws and to inflict punishment on the violators of laws under the above circumstances seems to be meaningless as checking of violations is a cumbersome job for the government and more say there are no
report of violations by the parents and the society due to the reason that this violation is desirable for parents and acceptable to the society. As the state of economic condition of many families do not allow them to shun the engagement of children in labour force, so any law which is banning child labour without ameliorating the financial standing of the poor is not acceptable and hence cannot be effective.

The enactment of laws has not even stopped the employers from employing little children as the well known grievance that ‘laws grind the poor and rich men know how to rule the law’ comes into play. As such we cannot simply depend on enactment of laws if the problem of child labour is to be addressed in letter and spirit.

Quite often we speak of rights of children. This seems to be ridiculous under the circumstances when children as immature minds can never think of their rights and not to talk of their enforcement. Freeman (1983) has rightly stated, “How can you talk about rights inherent in people who are unable to exercise them? Instead, we should be concerned with requiring adults to meet their obligations or duties”. If article 21A of the Constitution of India guarantees right to education to children, but it is question of about who will invoke right to constitutional remedies if this right is violated. In case of child workers, the parents would never do it as sending children for work is their decision. The children themselves are not mature enough to seek justice. No member of the society would also bother to take the trouble on behalf of children as we are not living in a conscious and responsible society committed to national cause and social justice.
In the light of the above, the abolition of child labour needs preventive measures and not simply curative measures. The preventive measures call for a social set up in which the society itself discourages the practice of child labour so that the problem does not itself take place or to put it differently, the employment of children in different occupations becomes undesirable, meaningless and irrational. The initiatives of government must necessarily enjoy public support in order to succeed.

Suggestions:

The evil of child labour exist mainly because of wide spread poverty and illiteracy and remains a persisting problem in much of the world today. But the problem of child labour as faced by the developing economics today had indeed serious dimensions. India has 12.68 million crores working children. It persist in varying degree and in substantial form in the unorganised sectors.

The problem has been sought to be tacked at the international level by ILO and national government's in their own countries, since long. It seems that the problem has so far depend most of the solutions and measures of implementation at national and international levels.

It is evident from the study that the evil of child labour can not be removed in totality. A lot of government efforts were concreted in the part but were on family various legislations in India for child labour can not succeed in eradicate this evil which is prevalent since a long time.

Thus it could be emphasised that child labour in lock and bengle industries can not be totally eliminated but it can be mitigated but it can be
mitigated to a large extent the reason is of cause the poverty, which compells the child and his/her poverty to take the jobs willingly despite the known fact that the child employment is illegal and punishable.

On the contrary the entrepreneurs exploit them because the children work at much less wages than the adult labour.

The problem of child labour can not be abolished or controlled at once. The fact is that children do work and will continue to work. It is not necessary to impose a complete ban on child labour, as we strongly believe that legislation alone is not sufficient to halt child labour. The reason that young people go out to work below the legal age because of poverty has been highlighted time and again and a ban on child workers will deteriorate their economic conditions further, complete abolition of child labour should no doubt be our primary goal, but in the present circumstance we can any reduce the problem.

It is essential for doing so, the foremost need is of political will and of positive approach of the society towards the child labourers, which is also happening. During the past few years, there has been a change in public thinking in respect of child labour. Public apathy towards child labour is also now much less. Commitment and consensus for eliminating the practice of child labour are clearly reflected in our national resolution. Through the efforts of the Central Government, state Governments, trade unions, voluntary agencies, as well as the international agencies such as the ILO and UNICEF, steady progress is being achieved in weaning away working children from their workplaces. Resources are constraint to deal with this problem and attitudinal
change are slow to materialise. However, it can be rightly said that the progress achieved so far in the stupendous task of eliminating child labour, has certainly raised the expectations.

What is being done by Government on the issue of child labour?

As compared to other countries of the world, the child labour is the highest in India. The greatest challenge before the Government is, as to how to withdraw such great number of children engaged in work and how to rehabilitate them. The framers of India's Constitution knew that so long as the exploitation of children of tender age continues, the development of the country will not take place in the true sense. That is why such provisions were made in the Constitution to protect the children from exploitation. If the constitutional provisions are enforced strictly, the problem of child labour can be eliminated to a great extent. Government of India has now realised the fact that it is not easy to withdraw so many child labourers from work and to rehabilitate them all together. Keeping this fact in view, Government has adopted a strategy of sequential and progressive elimination of child labour.

Government has constituted Labour Commissions and Committees from time to time. After going into the issue of child labour in detail, the commissions and committees have made recommendations for the elimination of the same. There are about 13 legislations altogether which are directly related to the child labour. Among these, the most important is child labour (Prohibition and Regulation) Act 1986. This Act is the result of the discussions and recommendations of various committees constituted on child labour. Soon after enactment of this Act, Government of India adopted the
National Child Labour Policy, 1987. The idea of adopting a separate policy on child labour was not only to place the issue of child labour on nation's agenda, but also to formulate a specific programme of action to initiate the process of progressive elimination of child labour.

It was for the first time that on the Independence Day in 1994 a Prime Minister in his speech expressed his concern about child labour. At present 93 child labour projects are in operation in child labour endemic states. The Government have made additions to the previously declared list of prohibited occupations and processes; the number of such occupations have been increased from 7 to 13 and of such processes from 18 to 51.

There was no uniformity in the Acts related to child labour in respect of age of children doing work. Provisions regarding penalties and fine also differed. To take care of this situation, the Government enacted the Child Labour (Prohibition and Regulation) Act, 1986 through which uniformity was brought about in the definition of child.

The work of identification of child labour and weaning off and rehabilitation of child labourers has gained momentum after the landmark historical judgement of the Supreme Court in December, 1996.

Appreciating the need for a strong community support to eliminate child labour, the Government of India, has not hesitated in accepting support from international agencies like I.L.O. and UNICEF.

The Government of India has set up the National Child Labour Resource Centre at the V.V. Giri National Labour Institute, with the help of
UNICEF. It is a premier centre that helps the Government as well as other agencies working in the area of child labour.

For the elimination of child labour, the foremost need is to bring about attitudinal change of Government and all sections of the society towards the child labour. Besides, some other measures can also be adopted by Government, i.e.

1. **Enforcement of free and compulsory education** - Arrangement should be made to provide free and compulsory education to the children who have not completed fourteenth year of age because if a child attends school he would not be working. According to the eminent social scientist Myron Weiner, there are several countries where the child labour has gone down beyond expectations after introduction of compulsory education.

2. **Strict enforcement of laws relating to child labour** in order to exercise control on the problem of child labour to some extent.

3. **Removal of practical problems** which come in the way of strict enforcement of laws.

4. **Imparting training to the enforcement machinery responsible for proper enforcement of the child labour laws.**

5. **Making the existing laws meaningful and practical.**

6. **Launching campaign for mass awareness** and obtaining cooperation of all sections of society for the elimination of this practice.

7. **Making the benefits of several welfare schemes** launched by the Government of India available to the families of child labour, living below the poverty line, forcing their children to work.
8. Multi-dimensional efforts: It will have to be borne in mind that various efforts should be concentrated on a single family group. It is not easy to deal with the problem of child labour with a single effort. Therefore, efforts in all directions are very necessary.

What has been the role of judiciary in the elimination of child labour?

The problem of child labour can be solved if the provisions of the Indian Constitution which are adequate for the purpose, are implemented in practice. It has been observed to be a serious problem during the last 65 years and continues to grow more serious. As compared to other countries of the world, India has the largest number of child labour. In view of the magnitude of the problem a maximum number of laws have also been enacted in India. But in the matter of implementing these laws, devotion and commitment have always been lacking. For this reason, the judiciary has to intervene in the functioning of the executive from time to time. Through its judgements on public interest litigations, the judiciary has made the executive aware of the realities several times. In this connection, the landmark judgement of Supreme Court delivered on December 10, 1996 is noteworthy. This judgement not only asks for the withdrawal of child labour from hazardous occupations but also suggests the ways to rehabilitate them being removed from work. If this decision is fully implemented, the number of child labour will definitely be reduced.

What could be the Role of Trade Unions in Eliminating Child Labour

The main objective of Trade Unions is to fight for the rights of labour. By now all Trade Unions have started recognising Child Labour as
exploitative and are sympathetic towards child labour. This is a good beginning. The Trade Union can have numerous roles in this respect, e.g. They can promote awareness on the practice of child labour and to work towards elimination of child labour. They can arouse the political will against exploitation of children as child labour. The Trade Unions can also struggle for greater allocation for primary education in the budget of the Government. With the help of their members, the unions can put an end to the practice of employing child labour and extracting work from it.

The tendency of now governmental agencies to spend lavishly can be exposed by them. The Trade Unions can be instrumental in getting education the states of a Fundamental Right. They can also strive for free and compulsory education for children.

**Initiating For Redressal Cell :**

There should be redressal cell linked with the national Human Rights Commission in each District.

The child and his parents can lodge any complaint regarding the exploitation etc. at this cell. This cell would fight for the cause of the child labour and would penalise those entrepreneurs found guilty. Above all it would facilitate the child workers to be a savior for them, which is totally absent in the current system of working.

Finally I would like to point out that the problem of child labour is a socio-economic problem and not a matter that can be settled by mere legislations, better enactment of laws and by imposition of heavy penalty. Hence, any effort to impose a complete ban on child labour without the
attendant economic incentives would not be effective and in fact could be counter productive. It is, therefore, important to tackle this issue simultaneously from all related angles so that as a whole impact is visible and useful.

2. Expansion in School Education

The network of schools up to middle standard education shall be increased to cover all the uncovered areas and also set up the institutions in such a way so that the aspirants shall not have to cover a distance of more than one kilometer form their residences. The measures to make school education available to the aspirants at their easiest conveniences shall bring more and more children within its ambit and thus discourage the practice of employment of children in work centre.

The growing population as a result of high level of fertility and the decline in rate of mortality calls for a correspondence between the size of population and the educational facilities. The regional imbalance in the distribution of schools among the districts of the Uttar Pradesh.

3. Child Line Service at District Level

The Government shall establish a child line service at district level under the control of Assistant Labour Commissioner wherein any conscious citizen or the out of school child himself/herself shall apprise the authorities about the child labour and the distressed condition the child is confronted with. The Assistant Labour Commissioner shall scrutinize the case and initiate steps to redress the grievance on priority basis and submit quarterly reports to the higher authorities about the working and performance of child line service.
4. Public Awareness

Greater public awareness shall be generated about the importance of schooling for the children. As revealed by the research findings, more and more awareness campaigns shall be launched in rural and hard to reach areas of the state so as to arouse an interest in the minds of parents about the proper education of their children and wider publicity shall be made about the various schemes and facilities connected with the universalisation of primary education programme.

5. Social Security for Destitute

It has been noticed that many families are rendered destitute as a result of death of the only bread winner due to armed struggle or due to natural death of the only earning member in the family. Such families in order to survive are constrained to send their children for work to meet their physiological needs. This takes place as there are of social security measures of the Government families. It is therefore recommended that the Government shall initiate financial support schemes for such destitute families so that their children do not suffer due to financial problems.

To problem of child labour can not be eliminated even after following the above suggestions if the employers do not understand their ethical duty to discourage the practice of employment of tender hands. The ethical principles of business do not allow the employers to engage little children to the detriment of their health and psycho-development for their commercial interests.

Alongside the parents shall have to understand their responsibility to ensure better schooling of their children and not to employ them in hazardous
jobs or such occupations which can keep them away from education. The problem of poverty shall not be allowed by the parents to override them while deciding the future of their children. The poor parents shall have to give more sacrifices in doing so but the same is to be taken as a challenge to be met with determination and fortitude. The role of the government shall be to check the exceptional cases of violation and not mass violations which go on with impunity. The wrongs of majority become the customs of the society. As a matter of fact the government, employers, parents and the society shall have to play a convergent role to deal with the growing problem of child labour so that this menace becomes a dodo in the future times to come.

To conclude, it can be said that problem of child labour is deep seeds and deep rooted in our country due to various reasons. Most important factor is the socio-economic condition under which they are forced to work.