CHAPTER - 9.

CONCLUSIONS AND SUGGESTIONS

The present study found that the children who are the future of our nation and on whom the growth and the development of the nation rests are found working in many of the hazardous forms deteriorating their health and future. Child labour is a threat to the society and it adversely affects the growth of the healthy society. Child labour in our society is the most common and easily available labour found in abundance and because of that at low cost. Out of the many problems prevailing in the society our focus is on the child labour problem which is growing day by day both in the organized and unorganized sector.

The present study analyzed contribution of children in the production process and stages of production in which children are involved through the contractors, factory, parents and others who employ them in the formal sector. Formal sector comprises of enterprises that are governed by the national labour legislation and regulations and are most effectively within the control system of labour registration and inspection. As per the Indian Factories Act, 1948 the firm that employs ten or more workers with power and more than twenty workers without power are covered under formal sector unit. Secondly, formal sector activities are related with manufacturing process. To constitute manufacturing process there must be some transformation that is the article must become commercially known as something different from which it acquires its existence. The formal sector firms are ideally registered under the
Annual Survey Industries and Government of India compiles the detailed information of such firms on a regular basis. In the informal sector the workers do not get the minimum wages as defined by Ministry of Labour for their working hours and are bargained for the wages and for the type of work they carry out. In the informal sector children are found to be working in a wide variety of occupations like domestic servants, hawkers, cooks, helpers in cycle or scooter repairing shops, as waiters in hotels, parking areas, selling newspapers etc. as these activities does not involve any production of goods and services directly or indirectly which can further be included in the noteworthy contribution for the development of the society for which children are employed. Secondly, the income or wages earned through these activities does not support the economic growth of the country in fact they adversely affect the societies position.

Latter the structure of the industries is shown where it is found that the industries had started taking its form from early times and is still prevailing today in the same structure in three different stages first, brand owner manufacturer one who carry production process under registered units. The work of the manufacturer is accomplished with the help of the contractors and he gets the part of the work done by the artisans. Secondly, middlemen and contractors work as connecting link between the manufacturer and the artisans. Lastly, the work performed on orders by the artisans. Artisans, who run their own processing units, generally receive work orders from the middlemen contractors who work as link between registered manufacturers and artisans.
It is observed during the study as the growth of industries took place the market also flooded with numerous manufacturers and in turn to artisans too. Which in turn lead to employment of number of people including children also. The manufacturers for minimizing the cost deliberately planned to decentralize the work from the organized units to less organized units where a part of work being carried in the single processing units/workshops run by the artisans.

Subsequently, the processes in which children are involved during the work were explained in the different sectors. To quote in Lock Industry of Aligarh children were found working in molding, polishing, electroplating and other activities. In the Carpet Industry of Bhadohi also children were found working and performing some of the typical work which could ruin their health and growth. The activities found in which children were working are knotting, weaving and washing with acids and other activities in the carpet industry. In Glass Bangle Industry of Firozabad were children were found working in melting the glass, joining the bangles, hardening the bangles and also they have to smooth the edges of the bangles by putting it against the spinning wheel. In Brassware Industry of Moradabad children were working in moulding, welding, scrapping, acid cleaning, polishing and electroplating. All the work performed in all the industries has a contribution of children also which in some way or the other affects the health and growth of the children.

The findings of the study show that the working children who are employed in the industries face numerous hazards while working which have direct effect on their health obstructing their growth. It was studied that by the
time a child reaches the age of employment they got trapped in some of the disabilities which reduce his earning capacity.

In the lock industry that children working for the lock industry were suffering from occupational diseases like respiratory and lungs related problems and mental problems. It has also been observed that some of the processes of lock making are very hazardous to physical health. In the polishing work child workers inhale emery powder and metal dust continuously; during electroplating chemical used are dangerous and poisonous; children dip their fingers in chemical solution during work. Children inhale noxious fumes which were emitted from the chemical solution when current was passed through it. During spray painting children inhaled paint and paint thinners which also lead to lung related diseases. It was also found out working children did not receive any protective measures while working and after falling sick they could not receive proper medical facilities also.

In the carpet industry respiratory diseases, eye strain and disorder, leg and back deformities, swollen fingers and joints and intake of associated toxicants during the cleaning process after the carpet has been weaved are some of the common problems faced by the children.

In Glass bangle industry children work under very high temperature during the process of joining the bangles they sit in close to the burners and thus inhaling poisonous gases during the process of hardening the bangles children usually sit near the bhattis where temperature is too high and where a small mistake can make them pay for their whole life. Skin problems and burns are the common problems faced by the children. In the later state of
cutting the bangle and providing it design it is rubbed on spinning wheel
which is rotated with the help of motor they inhale toxic chemicals and fumes
causing various respiratory disorders.

In brass industry number of child workers engaged in polishing units
was found to be very high and as a matter of fact moulding and polishing is
the most hazardous process in manufacturing brassware items. During
moulding child checks the molten metal by opening the top of the
underground furnace and throw little powder into it. The temperature in the
furnace is about 1100 degree C. The child is not only in danger of getting
badly burnt but he also inhales the fumes and gases which were left from the
furnace and when the molten brass is poured into the moulds. Polishing units
involves dipping of items in hydrochloric acids, preparing mixture of oil and
borax which is applied by bare hands. There is always a possibility of eye
injuries, injury due to slipping of work piece being polished, pain in fingers
from continuous holding the work piece against rotating bob, respiratory
infection from inhalation of dust generated during polishing are some of the
common problems faced during work.

In the latter part of the study which is based on primary data provided
by INDUS Project, compiled by ILO and Government of India, it is found that
children usually start working at an early age the age which is not appropriate
for them to work and which is also much less than the age as defined in the
Indian Constitution for the children to work.

By observing the pattern of working children and their entry into the
labour market it is concluded that most of the child workers have started
working at an early age of five and majority of them are working in between
the age of 5 to 8 years, which is considered to be too early to work. It is also surprising to quote here that the age which is considered to be appropriate for the children to work that is above 12 years showed the least percentage for the entry of the children in all the districts observed. The glimpse of the varying percentage of children as their entry to work in the age group of 8-10 years shows 47.47 percent and 1.21 percent in 15-17 years in Aligarh; in age group of 8-10 years shows 48.80 percent and 1.42 percent in the age group of 15-17 in Firozabad and in Moradabad 53.59 percent in the age group of 5-7 years.63 percent in the age group of 15-17 years. Less than two percent of the child labour start working after they reach the age of fifteen years and half of the children start working in between the age group of 5 to 10 years.

It has also been shown in the next section and concluded that majority of children who are working at an early age and contributing their income to family are not attending schools because they are working for longer hours and they do not get time to attend schools. In other words it can also be said that children who are working do not have enough time and money for schooling. It is found that there is lesser number of percentages of working children in the category of full time or part time workers who are attending schools. As it is obvious that the children who belong to lower stratum are incapable of fulfilling their basic requirement of food and shelter, so how this could be possible for them to attend school and as this would be waste of their precious time.

Then the next part which is necessary to talk about is from where these children get their income or what the source of their income is has been depicted. Then from that the following conclusions are drawn for the source of
income earned by working children and it is calculated that 42.93 percent in Aligarh, 26.98 percent in Firozabad and 24.95 percent in Moradabad are working for contractors. On the other hand 11.2 percent in Aligarh, 2.03 percent in Firozabad and 9.01 percent in Moradabad are reported to be working for the factory. Although the higher percentage of the children involved in are working and helping their parents in the production of products made in parts at home units. It is observed that more than 95 percent in Aligarh, 96 percent in Firozabad and 93 percent in Moradabad are contributing their share of income to the family. The objective of reviewing this data here is to mention that the section of working children taken from the identified sectors, who are sent by their parents to work contribute their income to the family and thus become a part of production of the manufacturing sector directly or indirectly.

After this it is observed during the study that, most of the working children are sent to work by their parents and the reasons for sending children to work by the parents are varied. Although it is found that most of the working children are send to work by their parents especially because majority of the families needed more income for survival; secondly their parents had debt, which they think if their children would help them in work to some extent, would be able to pay off sooner; other main reason why parents send their children to work is that they think now or sometime later they have to be in the manufacturing work and working at an early age will add an experience in their work and that would results in more bargaining power for the wages they will receive in future. Nevertheless there are many other reasons have been discussed why children work and parents send them to work.
After reviewing the age pattern of working children, their educational pattern as part time or full time workers, and the contribution of their income to the family and the source of their income and for whom they work for has been analyzed, next section shows why the entrepreneur prefers to carry out his work in part in factory and some parts in workshops. The reason found out of accomplishing a part of work in factory and a part of work in workshop is to reduce the cost of making a product by employing a combination of labour, that is the adult labour and the child labour.

Then it is analyzed that how the entrepreneur working in and for the formal sector uses labour as per his convenience and also how availability of labour lead to localization of industries has been explained. Labourers who are found everywhere whether the sector is labour-intensive or it is capital-intensive the only difference being the quantity of labour and technique used in either of the sector. The sector where more of the machines and techniques are used to increase the production and profit that too in short time, which to some extent reduces the dependency on the labour, could be termed as capital intensive. The areas where more of the labour and less of the techniques/machines are utilized could be termed as labour intensive. Labourers are inseparable part of industry and they are the one who lead to localization of industry. Localization of industry also termed as geographical division of labour, means that certain areas or towns come to specialize in the production of certain commodities. Some of them acquire a state-wide reputation, while others come to be known throughout the country and even in the other parts of the world. Causes of persistence of localized industry could be nearness to availability of raw material, nearness to the market, availability of transport;
availability of trained labour, etc. The industries reputation of producing a particular goods widens the market and thus to the demand of labour. Although it can be said that availability of labour has an advantage of localization of industries or vice-versa. Availability of adequate supplies of trained labour sometimes has traditions of inherited skill these skills are handed down from one generation of labourers to the next, as they see and grow in the same atmosphere. Hence a large market for a certain type of labour is developed in the locality. Consequently employers will experience no difficulty in securing an adequate supply of efficient labour, which in turn lead to inducement to the capitalists to establish their factories.

In the next section of the findings of the study shows the capitalists idea of setting the industry and the motive behind it and always was of enhancing his more and more profit and it is found out that for increasing his profit how he gave a part of product for processing to the contractors and contractors pass this to the artisans where a large quantity of work is carried out at less cost (because a large pool of involvement of skilled labour and unskilled labour including child labour) and thus reducing the cost of the product.

Capitalist efficiently and deliberately employed children and make his profit which lead to the capital formation and in turn to economic development. Before understanding economic development economic and non-economic factors are reviewed, among the economic factors which determine the development process in any country includes, the most prominent one to be available capital stock and the rate of its accumulation, capital- output ratio in various sectors, agricultural surplus, conditions in
foreign trade and economic system. In addition, some non-economic factors such as size and quality of human resources, political freedom, social organization, technical know-how and general education, absence of corruption and above all, will to develop on the part of the people play an important role in determining the pace and direction of development.

Next is economic growth and economic development, economic growth refers to the transformation of an economy from the state of under development to a state of development, from an agrarian to a highly industrialized society, from a low saver to high saver and from a predominantly rural to predominantly urbanized society. This transformation is mainly reflected in a sustained and steady rise in national income and per capita income.

A rise in national and per capita income is implicit in economic growth. This improvement in income helps and in turn is facilitated by larger savings, increased capital formation and technological development. Rise in the per capita availability of capital resources, improvement in the skill, efficiency and earning power of labour, better organization of production, development of means of transport and communications, growth of financial institutions, urbanization, rise in standards of health and education and expectation of life, great leisure and increased recreation facilities and widening of the mental horizon of the people, all these characterize economic growth.

The term economic development, in contrast is more comprehensive. It implies progressive changes in the socio-economic structure of a country. Viewed in this way, economic development involves a steady decline in
agriculture’s share in GNP and a corresponding increase in the share of industries, trade, banking, construction and services. This transformation in economic structure is invariably accompanied by a shift in the occupational structure of the labour force and an improvement in its skill and productivity. The process of economic development is a highly complex phenomenon and is influenced by numerous and varied factors, the important factors determining the rate of economic development are availability of resources, capital entrepreneurship, rate of growth of population, and one of the essential factor is capital formation.

In the same section it has also been concluded that for economic development economic growth is necessary and for economic growth capital formation is necessary. Capital formation involves making of more capital goods such as machines, tools, factories, transport equipment, materials, electricity, etc., which are all used for future production of goods and thus leading to economic development. Capital formation or accumulation is regarded as one of the important and principal factors in economic development. Accumulating capital is the work of entrepreneur, an entrepreneur who works at micro level in the economy for their self interest; assemble his capital along with other factors of production in such a way so that he can maximize his production to make more and more profit, irrespective of the proportion of his resources he is using. When the same strategy is adopted by rest of the entrepreneur in the economy of efficiently and effectively utilizing their resources so as to maximize their profit their combined effort works for macro level and automatically lead to economic development.
Then, economic development was explained with the support of the "theory of economic development" given by Karl Marx and Karl Lewis and showing the participation made by children in the economic development. Marx theory of surplus value that he builds on the superstructure of his analysis of economic development proclaims that the value of the commodities necessary for the subsistence of the labour is never equal to the value of the produce of that labour. Marx calls 'surplus labour' as the extra labour for which labourer receives nothing and 'surplus value' is the unpaid work of labour therefore he says that surplus labour leads to surplus value and surplus value to capital formation which in turn to economic development.

Another theory of economic development with “unlimited supplies of labour” is depicted by Karl Lewis. Lewis theory says that "economic development takes place when capital accumulates as a result of the withdrawal of surplus labour from the "subsistence" sector to "capitalist" sector. Based on these two theories the contribution made by children in economic development of capitalist sector is shown. Assuming children are also working in the capitalist sector for longer hours and at much lower wages than what adult labourers are getting and hence increasing the entrepreneurs profit which leads to more accumulated capital and further to economic development. It is pertinent to mention here that because of children working at lower wages the capitalist is in a better position of enhancing profit which he transforms into further investment leading to economic development.

After reviewing that children are employed in the formal sector by the capitalist the later section discusses why children work in formal sector and why the employer prefers a child to be his employee. The reasons for which an
entrepreneur hires children could be a child can perform multiple tasks whatever is offered to him to do so. Employer hire child for performing a definite task and latter he took work of separate divisions as polishing, electroplating, taking goods from one place to another, packing, transporting, etc. as the children are bit aware of the proportion of work being performed and the wages to be received in return there would be less number of children involved but on the contrary their poverty forces them to work at less wages also. Employers prefer children because they are less paid than adults for the same work, as employer put children to work to complete a set target within a day and for that children needed to work for longer hours than adults in order to achieve the same output as accomplished by adults. Child can perform work for longer hours; children are less demanding and less troublesome to perform monotonous activities without complaining. Their employer can easily exploit them on the ground that they are new to the work atmosphere and had little or no experience, physical characteristics which children have and adults lacks in them could be the other reason of employing children and one of the last but not least and most important reason is requirement of large pool of unskilled labour for accomplishing the tasks, children work because the prevailing organization of production requires a large pool of unskilled labour and the pool of available adult labourer is not enough to meet this requirement. Children are often employed by the relative abundance of child workers and the resulting ease involved in hiring them along with their efficiency and capacity to work. all these grounds motivate entrepreneur to employ children and to enhances his profit which he reinvests for development purposes.
Later in the same section some of the other reasons for the causes of child labour have also been discussed foremost one to be poverty, illiteracy of parents, inadequate employment opportunities for adult labourers, etc. after noticing the causes of child labour the effect on health and education of the working children has been shown.

Subsequently in the next section the effective measures adopted for the removal of child labour by the Government of India with support from the ILO's International Programme for Elimination of Child Labour have been discussed. Efforts have also been made to change the present organizational structure of the industry in which major part of the work is done at the industry level and also introduce new technological interventions in order to bring about improvements in working conditions.

After those steps taken by the Government, Non-Government Organizations (NGOs), International Labour Organisation (ILO), United Nation (UN) System and others has been specified. Few of them have been extracted here. Government of India has tried to stand committed to the elimination of child labour in the country. The issue of child labour is an area of concern for the Government. The Government of India with support from the ILOs International Programme for Elimination of Child Labour (IPEC) initiated several actions - oriented programmes to rehabilitate those of the children from work, in order to prevent their re-entry into labour markets. Project based action plans in the area of high concentration of child labour, have been introduced and implemented under the action plan of the National Child Labour Projects (NCLP), along with the Ministry of Labour.
Government of India along with ILO provided with appropriate and time specific orientation bridge course in special Non-Formal Education (NFE) schools, to reach up to the level of formal schools. These orientation courses are designed through non-formal education in the NCLP special schools for the purpose to educate children up to class V level, through an accelerated three years educational package and after three years of NFE, the children are integrated into formal schools at class VI level. In NFE schools, the target children working in the identified hazardous occupations, who have not completed 14 years of age, were enrolled. The scheme visualizes non-formal education, vocational training, and supplementary nutrition and regular health care. Stipend is also provided to the children who were withdrawn from the prohibited employments and vocations to compensate for loss in the family earnings.

Another one of the intervention selected for documenting good practice of ILO in the field of child labour prevention, elimination and rehabilitation is Integrated Area Specific Approach (IASP) project that targets children engaged in hazardous occupations for immediate release and rehabilitation.

It is found that in all the districts industries taken that the child labour laws were violated in all respects. Children were found working more at an early age and less at a younger age. It was also noticed that the circumstances in which children were working is harmful to their growth and also their longer hours of work deteriorated their health. Majority of sample children taken were found to be working as full time workers with least of the protective measures given to them, amongst all this several reasons why
children were employed and the circumstances which make them work have been specified. Remedial measures on various projects of compulsory and primary education taken by the government and other non-government organizations and other organization like International Labour Organization and United Nation System, etc. have been mentioned.

Next is shown the revised and modified efforts, in Child Labour Prohibition Act, by the Government to achieve the early target of getting rid with the curse of child labour from the society and nation. Efforts have also been made to change the present organizational structure of the industry in which major part of the work done at the home based level and also introduce new technological interventions in order to bring about improvements in working conditions.

9.1. SUGGESTIONS

After reviewing the above study of the problem of the working children in the formal sector and their contribution made in the economic development and also discussing the effect of deliberate planning of entrepreneur of effectively quitting the burden of factories act from them by decentralizing the work from the organized units to the unorganized units and keeping themselves safe.

But the fact remains to be said that the workers are working directly or indirectly for the entrepreneur either they come in the purview of law or not. The practice of employing child labour would continue so long as household units and household like units are not covered under the laws. Besides the general laws, some special provisions are needed to be formulated to deal with
the area specific and industry specific problems within the framework of
genral laws.

I suggest following steps, which go a long way in reducing incidence
of child labour in industries:

- After studying the conclusion it has been suggested that supposing that
  if all children are pulled out from work because of total ban on child
  labour strictly applied by the government there would be shortage of
  labour supply in the market and because of this the adult labour would
  be utilized more against child labour. As a result the wages of adult
  labourers would increase in response to the excess demand for labour.

- Secondly by assuming that children are perfect substitutes of adult
  labour (and vice-versa) and because of their presence in the market
  labour supply becomes cheap and lessen the wage rate of the adult
  labour, child labourers are eliminated from the market therefore there
  would be the tendency for the wage rate to rise. In other words
  assuming that there are no labour available at low wages in the market
  there would be rise in the wages for the available labourers. Thus by
  removing the child labour from the market the wages of adults would
  rise in response to the excess demand for labour which in turn would
  lead to better earnings of the adult labourers and resulting in higher
  income with which they are able to fulfill their family basic
  requirements and consequently in non-participation of child labour.

- The Government should raid to get free the possible unauthorized
  retention of child labour and should try to rehabilitate to free the child
  labour. The Government and NGO’s should organize awareness
programmes for educating parents and children and informing them about the ill effects on the health of the children in the long run.

- A sound mechanism of effective enforcement of legal provisions relating to ban on child labour should be developed.

- If possible there should be complete ban imposed on the child labour either in the formal sector or in the informal sector. There should no way be left for the use of child labour in either of these sectors as this helps the intermediary to take the profit of the situation and on the other hand children can be exploited more in such a condition.

- Children must be aware of their rights and should be aware of the privileges while working.

- Children working for some or the other reasons in the factory or for the contractor should be given jobs which may not be health hazards and are easy to perform so that their health should not be affected.

- Permission should be given to those artisans to provide skill training to the children who have reached the approved age of starting the work. Following prerequisite should be made in all such cases:

  Some amount should be given to those children who take training under these registered units and also the registration of such children should be made, so that they can avail the opportunity whenever there is any opening.

  Secondly, some predefined amount should be given during the training period which should be set by the government or other authorized authority to these children.
Thirdly, registration and skill-training should also be made compulsory under the government schemes for working along with the set age and compulsory primary education of the children.

• The other suggestion is that entrepreneur should only be allowed to use and employ only those labourers who are attending regular schools.

• Children should only be allowed to work in part time jobs in either of the morning or noon shifts.

• The contractors or middlemen should be eliminated so that the manufacturers cannot pass on their responsibility to them and on the other hand contractors do not take advantage of their position by manipulating the situation.

• Lastly, clear distinction should be made between order suppliers and manufacturers. Purchase of raw material availed at subsidized rates to the suppliers should not be entertained. Next, it should be made obligatory on manufacturers to furnish details of units where production takes place, parts manufactured and the parts purchased from the markets. Then, all production units should be covered under the Factories Act. Lastly, if a manufacturer is found to supply raw materials to artisans on piece rate contract instead of processing in his own units, then his license and quota should be cancelled.

• Heavy and compulsory penalty should and must be imposed on those who contravene the laws.