Chapter 2

Conceptual Analysis and Review of Literature

There are divergent views on the evolution of the organized and unorganized sector in the third world countries, including India. Each of these views has strong ideological and political implications. One group sees the evolution of this sector as arising largely out of excessive controls in the organized sector, attribute to the policies of the government. In fact one of the defining features is ease to entry, implying thereby that entry in the organized sector is controlled. The other view sees the evolution of organized sectors as structured (that is, the outcome of an incomplete transition to capitalist development) and as the outcome of its articulation with extant pre-capitalist forms o production. The reasons for this transition vary according to context. In some cases it is factor internal to a particular society (such as limited size of home market) that narrows the base of industrialization and hence the organized sector, the extension of monopoly capital, the relative labour surplus and so on. It is also recognized that while structural factors contribute to the evolution and perpetuation of unorganized, it is further exacerbated by the policy measures of the government (Kalpagam, 1994)

The system of unorganized labour is called by different names in different parts of India. The national commission on labour in india (1969) incorporated the following types of labour namely-

Contract labour, quarry labour, domestic labour, construction labour, agricultural labour, workers from small scale industries, handloom and power loom workers, beedi and cigar workers, sweepers and scavengers, workers from tanneries, tribal labour, employees in shops
and commercial establishments and other unprotected workers (Majid, 2000)

Extending the scope of the unorganized sector, the seventh planning commission of India further included landless labourers, small and marginal farmers, share croppers, rural artisans, forest labours, fisherman, and self employed persons. It is easy to see why; with such a huge canvas it is difficult to define the unorganized sector. The list which is provided instead of definitions is suggestive of certain occupations, industries, employment status and ethnic groups as the constituent of the unorganized sectors. (Singh, 1991)

Unorganized labour has the following characteristics:

i. Non – unionized and so has no protection from trade unions.

ii. In reality, unprotected by legislations, regularity conditions of work and has limited or no access to government.

iii. Involved in traditional indigenous work which is physically demanding.

iv. Found in small scale agricultural and allied (dairying, poultry, forestry) and non agricultural rural occupations (Kanna, 2002)

The conventional of workers and their contribution to the economy reduces poor labouring women to marginal workers. It hardly recognizes their contribution to the national economy. This group includes those who are outside the pale of organized sector. Thus the unorganized sector includes all those workers who are engaged as home based produces, including artisans, piece rate workers, paid and unpaid voluntary laboureres, petty vendors and hawkers, who do not hire labour but take the assistance of family members, who are self employed and wage
employed, contract labour and sub contract/casual labour, provider of services like washer men, scavengers and domestic helpers. Those doing manual work like construction labour and those working in agriculture and other primary sector (Singh, 2007)

Informal sector in India is broadly characterized as consisting of units engaged in the production of goods and services with the primary objectives of generating employment and incomes to the persons concern. These units typically operate at low level of organization, with little or no division between labour and capitals as factors of production and on a small scale. Labour relations, where they exist, are based mostly on casual employment, kinship or personal or social relations rather than contractual arrangements with formal guarantees. This, production units in informal sector are not constituted as separate legal entities independently of the household or house hold members that own them and for which no complete sets of accounts are available which would permit a clear distinction of the production activities of the enterprises from the other activities of their owners. The owners of their production units have to raise the finance at their own risk and are personally liable, without limit, for any debts or obligations incurred in the production process. Expenditure for production is often indistinguishable from household expenditure. For statistical purpose, the informal sector enterprises or equivalently, unincorporated enterprises owned by households.

In India, the term informal sector has not been used in the official statistics or in the National Accounts Statistics (NAS). The terms used in the Indian NAS are ‘organized’ and ‘unorganized sectors. The organized sector comprises enterprises for which the statistics are available from the budget documents or reports etc. On the other hand the unorganized
sector refers to those enterprises whose activities or collection of data is not regulated under any legal provision or do not maintain any regular accounts. In the unorganized sector, in addition to the unincorporated properties or partnership enterprises or partnership enterprises, enterprises run by cooperative societies, trust, private and limited companies are also covered. The informal sector can therefore be considered as a sub-set of the unorganized sector.

**Child Labour and Unorganized Sector**

Child labour is the employment of children under an age determined by law or custom. The term child labour is commonly described as an economic practice and as a social evil. Child labour in a restricted sense means the employment of children in a gainful occupation which are dangerous to their overall health and deny them the opportunities of development. The term child labour not only applies to the children working in all forms of non-industrial and unorganized sector occupations which are injurious to their physical, mental, emotional, moral and social development.

As per the Encyclopedia of social science child labour is defined as, “when the business of wages earning or of participation in self or family supports conflicts directly or indirectly with the business of growth and education, the result is child labour.

According to International Labour Organization (ILO), “child labour includes children prematurely leading adult lives, working long hours for low wages under conditions damaging to their health and to their physical and mental development, sometimes separated from their families, frequently deprived of meaningful educational and training opportunities that could open up for them a better future.
The practice of child labour is considered exploitative by many countries and international organizations. Child labour was not seen as a problem throughout most of history, only becoming a disputed issue with the beginning of universal schooling and the concepts of labourers and children’s rights.

Child labour can include factory work, mining or quarrying, agriculture, helping in the parents’ business having one’s own small business (for example selling food), or doing odd jobs. Some children work as guides for tourists. Sometimes combined with bringing in business for shops and restaurants. However, rather than in factories and sweet shops most child labour occurs in the unorganized sector, selling on the street, at work in agriculture or hidden away in houses – far from the rich or official labour inspectors and from media security (Bahra, 2008:24).

A number of children are employed in unorganized sector and they work as domestic servants, or workers in hotels, restaurants, canteens, dhabas (road side cafes), petrol pumps, wayside shops and establishments or as hawkers, magazine and newspaper sellers, fruits and peanut sellers, cookies, shoeshine boys, rag pickers, vendors, car cleaners, parked car watch boys or helpers in scooters and motors repairing workshops, tailoring shops. In the bigger cities, children have been caught selling drugs. The children are also taken with their parents in construction work for loading, unloading and breaking of stones etc. In agriculture, children do work as helpers, looking after cattles and sheeps, watering crops, scaring away beasts and birds from the fields, helping at the time of showing, weeding, harvesting and thrashing operations etc. In their homes, they look after the younger siblings, collect firewood and
water and participate in other domestic and non-domestic workers as in a cottage industry (Majid, 2000:44).

The International Labour Organization (ILO) has estimated that 250 million children between the ages of 5 and 14 work in developing countries – at least 120 millions on a full time basis. 61% of these are in Asia, 32% in Africa and 7% in Latin America. Most working children in rural areas are found in agriculture, many children work as domestics, urban children work in trade and services, with fewer in manufacturing and construction.

Problem of child labour is more acute in developing countries. The accurate and precise estimate of the overall magnitude of child labour, either from a qualitative or quantitative point of view, is virtually not possible due to predominance of informal and unorganized nature of labour market. The problem of estimating the child labour force becomes all the more complicated and complex on account of the multiplicity of concepts, modes of measurements and sources of information for data collection (Reddy, 2007:23)

Various surveys conducted by the labour bureau in India reveal that the children are employed to do light job, such as helping in the field, in the factorized for taking, testing of labels etc. and in match factories, tea factories, tea states, beedi manufacturing, printing, publishing etc. Unorganized sector employees a large number of children as domestic servants, workers in hotels, restaurants, canteens, wayside shops, newspaper selling, cookies, shoeshine boys, vendor etc. (Mehta and Jaswal, 1997:15)

According to the Indian Census of 1991, there are 11.28 million working children under the age of 14 years in India. Over 85% of this
child labour is the country’s rural areas, working in agriculture activities such as fanning, livestock rearing, forestry and fisheries. This labour is outside the formal sector and outside industry. Moreover, nine out of ten working children work within a family setting. Working in family based occupations. These children also develop skills in certain traditional crafts, thus augmenting the human capitals formation of India’s developing economy (Barha, 2008: 9).

In many countries, it is considered inappropriate and exploitative if a child below certain age works, excluding household chores or school work. The age limits also differ from activity to activity and from country to country. Many countries in the world make a distinction between light and hazardous work. An employer is often not allowed to hire a child below certain. This minimum age depends on the legal provision of country. The use of children as labourers is now considered by the rich countries to be a violation of human rights, while some poorer countries are tolerating it. The poor families often rely on the labour of their children for survival and sometimes it becomes their source of income. This type of work is often hidden away because it occurs in subsistence agriculture, in the household or in unorganized sector.

In the context of child labour, a working definition of a “child” may be a person below the general limit of the 15 years or in special circumstances 14 years, set by the ILO in “minimum age convention, 1973 (No. 138)”. Article 24 of the Indian constitution also lays down: “No child below the age of 14 years shall be employed to work any factories or mine or engaged in any other hazardous employment”. Despite the constitutional provision and enactment of several laws child labour is very much prevalent in India, mostly in unorganized sector. Indicating the responsible factors for child labour, Reddy (2007) says –
causes of child labour are many and interrelated. It is not the only one and not possible for classification. However, it may be stated under the following heads:

a) Poverty  
b) Family size  
c) Economic constrains  
d) Inadequate school infrastructure  
e) Lack of parental motivation  
f) Curriculum  
g) Caste factor

Child workers are not only ill paid or under paid but also are victims of all treatment and inhuman conditions of work. They continue deplorable state with economic and social misery with no hope of amelioration of betterment of their lot. Then ILO remarket that they are unorganized and it is due to their existence that the organized worker have weak bargaining power. When the labour market is overloaded with sick child labour the capitalists method of exploitative practices is being aggravated small entrepreneurs are eager to employ large proportion of child labour as their demand for wage and bargaining power is less and suit the best of the cold interest of capitalist. The terms and conditions of employment, security of employment, house of work, amount of wages paid , severity of the work given very often violate the usual labour legislation, precisely due to the weakness of the working force.

The term unorganized is very vague and vast. In spite of the sincere efforts of governmental and nongovernmental organizations in this direction, no exhaustive definition has been made so far. However, as Majid says all unprotected workers are unorganized labour, who are working in unorganized sectors/industries in the country and those laboureres are being victimized socially and economically as well by their powerful employers in various forms.
As in organized sector entry is difficult and the competition among the job seekers is quite keen. Certain level of education, skills and training for an entry in the organized sector becomes imperative. Therefore, many people including children and women find it easier to make an entry into unorganized sector. Besides, socio-economic condition including poverty and destitution are also other eminent causes.

Nepal and India share a peculiar relationship from the ancient ages. They share the similar culture and tradition. The Hindi language of India is also easy to understand and learn to Nepali citizens. The political ties between both the countries has also facilitated for migration from either of the countries to the other. The peace and friendship treaty of 1950 between the two countries provides the similar rights to the citizens of the other country in its land as is available to the citizen of that country, except voting rights. Article 7 of the treaty states “the governments of India and Nepal agree to grant, on a reciprocal basis, to the nationals of one country in the territories of the other the same privileges in the matter of residences, ownership of property, participation in trade and commerce, movement that privileges of the similar nature”. This is one of the major factors for Nepalese population migrating to India. It may seem like the migration only takes place that way but the process of migration is not one way traffic, people are also migrating from India to Nepal since long time as the Nepalese do to India. The process and factors determining migration may be different for migrating from the two countries but it does take place.

Nepal is one of the world’s least development countries in South Asia. About 85% of the population lives from subsistence agriculture in rural areas, coping with great disparities of caste, gender and geography. Poverty, unemployment, declining natural resources and the Maoist
insurgency are major reasons why Nepalese are migrating to India in search of the better source of income. Due to its poor economic conditions, Nepal has been supplying labour to India since Nepalese were recruited as “Gorkhas” in the British Indian Armies after the Anglo-Nepal war of 1814 – 1815. Nepalis have been migrating to other countries as well, but India remains the main destination.

The 1991 census of Nepal recorded that absent population from Nepal towards India constituted 89.2% of the total migrants, though this phenomenon is changing in the recent years. Most of the people from Nepal who have enough resources and literate and skills are migrating to the Europe, America and Far East Asia. Others who are not that much skilled and have not enough resources are going to South East Asian countries, mainly to Malasia and Middle East. But this phenomenon is still limited within the cities and towns among the populations who are knowledgeable, somewhat educated and have good access to information. But the first choice for the large illiterate or lowly literate, unskilled and marginal population of rural Nepal, which consists of the almost 80% of the whole population of Nepal, still remains migrating to India, its bigger and more developed neighbours. ( Bhattarai, 2007 )

Nepal is a land locked country sharing its border with India in east, west & south. The two countries are bound in historical, socio-cultural and economic ties since the time immemorial. As a result the relationship between the countries is unique in the world since no visa, passport and work permit system is applied by the two countries the people can not only move freely across the each other’s land unhesitatingly but can set up in a work without any legal restriction. This is the reason why the people of India and Nepal have easy access to work in each other's country.
Nainital district of Uttarakhand state has been an eminent work place for many Nepali job seekers who sell their manual labour every day. Most of the workers belong to poor socio economic background and are seen working as coolies, construction workers, guards, rickshaw pullers, workers in hotels, shops and establishments, domestic workers boat men, agricultural workers helpers in vehicles and lorry and so on in unorganized sector. The workers are found to be centered in urban centers and other areas having the possibility of employment. There is hardly found any manual work which is not performed by Nepali workers their total number in the district could not be confirmed by ay source including the local administration. Hence the researcher himself has conducted a pilot (census) survey in order to find out their total number for the study of universe and sapling procedure. In course of survey the workers were found densely concentrated in eight centers of the district viz Nainital, Bhawali, Bhimtal, Ramgar, Ramnagar, Kathgodam, Haldwani and Lalkuwan. Generally they don’t stick to any particular type of work. As most of them are seen daily wage earners they have to search for new ob every with the sunrise. However, sometimes an agreement is also made with the employers in advance to secure the job for certain days.

Occupational Concept of Nepali Workers

Socio economic and working conditions are the backdrop against which the issues of Nepali workers working in unorganized sector have been described in seven strata along with their nature and concept.

Coolie

Coolie is cheaply hired unskilled oriental labourer and the vary occupation is by far the largest single economic activity for poor Nepali workers. They are widely seen carrying load on their shoulder or back or
walking on the streets holding a tying rope in search of job. They are mostly engaged in daily wages or piece rate works. Generally they are not attached to any single employer but free to work for any one. They say 'Our physical strength is our earning. However, they frequently receive backache and body pain. They further say, 'we have come here far away from our villages and country leaving our families behind for employment so why to be afraid of hard work. Their demand is high in hill urban centers like Nainital city that are thickly populated and the settlements are not linked with road so the only means of transportation is man, there. Workers of all age groups are seen in this occupation, however majority of middle aged people can be noticed by anyone, during the summer season their income is on rise as the mobility of tourists is in pick. Some days they make more income, however the other days are gone without earning too. Workers of this type generally do not stay at the work place throughout the year. They frequently make trips of their home in order to take care of their family and farming.

Construction Workers

These workers get involved in constructing and repairing roads, canal, drainage, private and public building mud and construction work following each other. Construction work involves highly skilled activities which have to support by several purl labour intensive low skilled activities.

Nepali workers are engaged in only the low skilled, laborious and repetitive part of the work such as carrying head loads of construction materials from one spot to another breaking stones carrying water from a source to different spots, sweeping away sand, spraying water, mixing materials etc. they find the work through personal contact. But most often
through the sub contractor or group leading who have the close contact with them as well as the contractor. So, the leaders are mobilized by the labourers. Sometimes the work is available nearby places, while the other time they have to go to distant places. For the farther site transportation facility is generally offered to them by the contractors. Normally they are paid Rs.200-300 per day. These workers are also found repeatedly changing their job and most of them work for few months and get back home.

**Domestic Workers**

Domestic workers (part time and full time) are an example of the lowest rung of unorganized sector. They have to work in others houses for wages. This type of work mainly includes cooking, cleaning and washing. Nepali workers are seen in working in the private houses of people as domestic workers. Mostly children are seen in this occupation. Apart from washing, dusting, cleaning, sweeping, cooking and doing other types of house hold workers they are recruited for looking after elderly people and picking and dropping the children to school. They get their salary on monthly basis. However, some part timers get daily wages also when they are employed by the house owners in order to get the work done. They don’t enjoy any leave facility. Whenever they have to go to their home they get deprived of their monthly wages for that particular time period. Such types of workers generally have to stay at home and work throughout the day.

**Rickshaw pullers**

Pulling rickshaw requires ample physical strength and good stamina. This is a comparatively tiresome work. Nepali rickshaw pullers are seen in Nainital city and Haldwani. They say they earn Rs.200-400
per day. Even more income is possible but it depends on their working efficiency that how many trip they can make. When they fall sick get exhausted terribly and feel weak they are unable to continue the work and the day goes without any earning. Among the Nepali rickshaw pullers. There is seen the vast majority of the Terain origin workers. They say they find it easier compared to carrying load on head or other such type of job. They are trained in pulling rickshaw too. Whereas most of the hill origin workers find it easier to work as coolie rather than pulling rickshaw. Besides, most of them are not found to be familiar with the work of pulling rickshaw.

**Workers in Hotels and Establishments**

Workers in hotels, restaurants, shops and other establishments feel little secured and easier comparatively because they get wages on monthly basis and they don’t have to search for work every day as coolies and construction workers do. They have to be busy with their job whole day. Most of them can not enjoy any leave. When they go home generally their monthly wage is cut off. However, they sometimes get incentives and rewards from their employers and customers. Level of the workers under this category varies from each other. Some work as utensil cleaners, waiters, servicers, sellers, where as the others work as receptionists and cooks also. Their income lies within the range of Rs.3000-7000 in accordance with the nature of job and duration.

**Guards**

Nepalis are seen working as guards (Durban) in Nainital district. Given the common name Bahadur, they are highly trusted for their honesty, dedication and hard working nature and are recruited as guards by the house owners, entrepreneurs, organizations and societies. The
guards are generally seen performing their night duty and free at day time. They work on monthly wages basis. A part from their monthly income they sometimes get rewards and baksis from their masters and visitors (customers). They are seen working in hotels, restaurants, shops, private homes market, farms, organizations and trusts like dharmashala. Some are seen as security guards who have to perform their duties at day time, whereas the others work as night guard performing their duties at night. These are also known as watchman. Some of the guards, performing their night duty are also found to be picking extra jobs at their free time on the day. Whole day is the off hour time for night duty holders.

Other workers

A part from the above mentioned types of work there are several other works in unorganized sector where Nepali workers are seen earning their livelihood. Such as helpers in vehicles and lorry. Drivers, painters, boat men, agricultural workers, petty retail traders and so on. The level of their income varies from each other. Comparatively the income of driver is found higher. According to boatmen, they make good earning is summer season as the mobility of tourists is in full swing.

Nepali workers working in Nainital District do not have fixed type of work in general. However their engagement is seen largely in carrying load from one place to another place. One can hardly see a such type of manual work in the work place which remains untouched by the unskilled and illiterate Nepali workers.

Review of Literature
There have been numerous research works on unorganized sector workers. However no Sociological study has been carried out on Nepali workers working in unorganized sector of Uttrakhand so far.

Kanna(2002) has made an attempt to bring the issue of child labour on the surface who are mostly involved in unorganized sector, such as cultivation, agriculture labour, livestock, construction, trade and commerce, transport and communication, etc. He has agreed child labour to be found in unorganized sector more often, he has made an effort to explore the problems and service need of child labour in urban informal sector with reference to small restaurants in twin cities of Hyderabad and Secunderabad in his study, he has examined the incidence and extent of child labour in the two cities with special references to urban informal sector. He has assessed the socio-economic background of the child workers in the study area apart from their working conditions and wage level. He has also brought out the terms and conditions of employment of child labourers in the study area and the provisions of act that had been implemented. Equally, he has also tried to find out the health problems faced by the child labourers.

He is of the view that there is now a general awareness of the fact that the prevalence of child labour is a highly complex problem as it is a consequence of the system under which national economies are functioning. Child labour deprives the child from his education and thereby prevents the proper development of his potential. But the prevalence of child labour is, by and large, a problem of the poor and destitute families, where parents cannot afford for their children. His findings tell that the children were employed in gainful occupations because of various factors like extreme poverty, lack of opportunity of
income and low standard of living which are some of the main reasons for wide prevalence of child labour.

He sees many pragmatic obstacles in the way of abolition of child labour in less developed countries such as non-implementation of compulsory education up to the minimum age of admission to employment, enforcement of machinery, especially in non-industrial areas. The average working class families have no means to acquire their daily necessities of life. Under such circumstances, it is therefore very difficult to bear the burden of the education of the children. In his study, Kanna has witnessed the massive exploitation of child workers by their employers and also revealed their belongings to socially and economically deprived sections of the society particularly to backward classes.

Study of Roy (1999) was about the women working in the cottage industries of Mohammadabad of Gajipur Janapad. Altogether 230 women worker belonging to various caste, creed and religion were taken as sample for the study. The study focused the social background of women labour, the impact of education in their life values, their thoughts and attitude and the condition of their family.

She has stated in her study as findings that social background of the working women was in accordance with the changing structure of that particular kaswa, education had its positive impacts in helping them in proper adjustment of their life style and participation of the working women was not fully free.

Siddiqui (2004), in his work has made an effort to synthesize the theory-conventions –practices. It begins with theory then proceeds to
elaborate child labour and its variations. His work basically covers theoretical aspects of child labour, conventions and child rights.

He has made a multidimensional study on the dynamics of child labour, child labour hazards, conventions, laws and rights of a child and the area where children are employed mostly. He has pointed out various organized areas where children are abundantly employed: such as agriculture, he says largest number of child workers have been engaged due to traditional, cultural, and socio-economic factors. He further said that child labour next to agriculture in largely used in industry and construction sector which includes a large number of activities and marginal manufacturing units including cottage industries or handicrafts. He also finds large number of children working in service trade sector in all developing and even in some industrial countries. He has divided them into: (i) Children working in establishments such as shops, restaurants and hotels, garages and workshops providing services. (ii) Children working on streets selling various types of goods known as vendors, ranging from newspapers to household items. He finds the number of children to be very large who are confined to urban centres. He also accounts domestic service sectors as the entity. He evaluates that child labour in its most invisible form exists in household sector in the form of domestic servants or maids, as child labours are known may be divided into a)wage employment b) adopted c)bonded d)contract employment e) force employment

He has finally indicated the following key locations of the child labour: 1. Back street enterprises 2. market places 3. cottage industries 4. Transport centres 5. Industrial areas 6. Commercial sex area 7. Farm and plantations and 8. Service sector
Soundarapandian (2005) has analysed the nature and policy of rural labour market and the labour force which play a vital role in rural economy. In course of defining the unorganized sector, he has stated that the unorganized sector is characterized by a work force including agriculture labour, construction labour, leather and tanning handloom, fishery, forestry, household industry villages and urban artisan.

Narasaiah (2007) has undertaken an analytical study on children working in various unorganized sectors such as – agriculture, hotels, restaurants, households, deep sea fishing, small cottage industries, constructional areas and other fields. He has uncovered the several health hazards faced by children in their work places. He has also revealed that many working children face significant threats to their health and safety. The majorities are involved in farming and are routinely exposed to harsh climate, sharpened tools, and heavy loads as well, increasingly as to toxic chemicals and motorized equipment. He further stated that girls working as domestic servants away from their homes are frequent victims of physical, mental and sexual abuses which can have devastating consequences on their health.

In the study, he has mentioned that a large number of child slaves are to be found in agriculture, domestic help, sex industry, carpet and textile industry, quarrying and brick making. He further says that the difficulty is inherent in the fact that children working in rural areas, urban informal sector work shops or as domestic servants in private households are not readily visible. He has also underlined the need of research on how many children are working, what they are doing, where and in what conditions. He is also of the opinion that without such date it is virtually impossible to develop effective policies and programmes, which help to mitigate the grave problem to some extent.
Bhardwaj (1991), in his research has made an effort to understand the living and working conditions of child labourers engaged in different occupations in Nainital city. His study included the child workers working as coolie, domestic servant, and workshop helper, worker in hotel, restaurants and hotels. In course of his study he found their poor living and working conditions. The economic and working status of the parents of the child workers was found very low. Most of them belonged to deprived families. Accommodation of the working children was also not healthy and hygienic. He found their working conditions not to have been satisfactory. They were paid low wages. They were not provided any kind of health facilities. And the behavior of the employers toward them was found of mix type.

In his study, Bahra (2008) has discussed in a great deal on the reality of child labour in unorganized sector. He has stated the various kinds of unlawful practices of child labour including military use of armed conflict, human trafficking and prostitution. He has mainly focused his study on the various legal dimensions. His work mainly aims at theoretical explanation of child labour problems. He has also stressed the need of childcare in the business where they are employed.

Study of Mehta and Jaswal (1997) was focused on socio-economic background and living as well as working conditions of child labourers working in tea – stalls, sweet shops and dhawas located in the periphery of Simla town. The study conducted among 2012 sample workers of above mentioned unorganized sector revealed the poor working conditions of the workers with the wages far below from the minimum wage. The book has also dealt with the legal provisions for working children.
The study was exploratory and evaluative in nature. Out of 212 sample units of 55 establishments the number of child workers had come to 80 which constituted 38 percent of the total strength of employees. Among the child workers Nepali children were also recorded near about 43 percent which ranked the highest among other.

Similarly, Mustafa and Sharma’s (1997) study also deals with the working conditions of child labourers in Delhi covering working children scattered in the different unorganized sectors where they had chosen six vacations viz: tea staffs, dhabas, domes, tic workers, other three of self employed: shoe – shining, rag picking and newspapers hawkers.

The study has presented a vivid picture of the problems and situations encountered by children in afore mentioned unorganized sector. They have also analyzed the study from legal viewpoint and suggested the enforcement of protective laws on the age at employment, minimum wages, working hours, rest interval, weekly offs etc. more rigorously than at present. They have further suggested a complete ban on child labour in hazardous industries. They are of the view that child labour cannot be approached as an isolated problem. They see it as a complex socio-economic – demographic phenomenon, which can be reduced and eliminated by a multiplicity of actions both by government and public, at social as well as individual levels.

The study further suggests that the aim of the social policies should be to reduce the intensity of child labour and improve the quality of working conditions for children in the short term, and finally eradicate the child labour in long term planning.

Shukla and Ali (2000) have confessed the reality of large number of children working in unorganized sectors and also revealed the various
dimensions pertaining to child labour particularly in unorganized sectors. They have also enumerated different centres where is the existence of child labour far and wide such as domestic servants or as workers in hotels, restaurant, canteens, way side shops and establishments or as hawkers, news paper sellers coolies, shoeshine boys, vendors or helper in repair shops. For loading, unloading and breaking of stones etc. Employed in artisan and also in circus.

Agrawal (2007) made a study on the process of closure and relocation of hazardous and polluting industries in Delhi which has caused massive displacement of workers. The book also discusses the socio-economic impacts on the workers due to industrial closure and relocation.

Sharma (2006) has dealt with the conditions of children in India. He has mainly analysed the theoretical as well as practical aspects of child labour. Also he has discussed the various forms and nature of child labour exploitation and its consequences. He has put forth different suggestions for the improvement of the situation viz. intensified survey about child labour, public consciousness, education, economic planning and right and immediate implementation of labour law.

Sreenivasan (1980) has brought to light the several issues of the labourers in the Kolar gold mine of Mysore. His study basically includes the socio-economic conditions of the labourers. He has discussed the various aspects of socio-economic conditions relating to the workers such as wages, family budget, indebtedness, housing and sanitation, medical relief, sick pay, education and drink.

Nainta’s study (1997) highlights the problem perspectives of bonded labour in India in its socio-legal perspectives. He has not only
travelled the historical of this system but has also examined the problem from a jurisprudential perspective. His book also analyses the governmental efforts made in the context of identification, release and rehabilitation of bonded labour.

The study of Nainta, carried out in the two districts viz: Simla and Sirmour in Himanchal Pradesh among the bonded labourers, throws light on the various socio-economic factors and draws a real picture of their situation. It again reveals the problems and challenges faced by the labourers in the state and suggests for strengthening the state mechanism (machinery) and providing social justice to that deprived and downtrodden class of the society.

He is of the view that despite the long period of independence of the country still remains the system of bonded labour. Though the union government enacted a comprehensive legislation, however he claims that the study conducted on the subject confirmed a high incidence of bonded labour in various parts of the country. He acknowledges that the bonded labour system is totally incompatible with the new egalitarian socio-economic order. He sees it as an utter violation of the basic human right of an individual in a democratic set up.

Ratan (2007) worked on the impacts of the rehabilitation programmes provided by the central and state government of India on identified and freed bonded labour. He has assessed the background of bonded labour and the psychological, physical and economic rehabilitation of them. His study includes Nawada, Nalanda, Patana, West Champaran and Mungar districts of Bihar state for the rehabilitation schemes for free bonded labour with the objectives to see the real gains and level of their growth and development from pre freed status.
His findings fundamentally point out to the need to eradicate poverty and ensure durable income in all their reasons without allowing them to fall into the iniquitous debt trap again.

In the same manner, Chakraborty (2006) in his study carried out among 2392 children in the different villages viz: Sukant nagar, Balapara, Khalpara, Baroghoria, Kaluarbari and Mahapara of West Bengal identifies 276 children as child labourers. In his household survey, he has observed a wide variety of child labour in informal sectors. His study includes wage labour in tea stalls, restaurants and hotels, in roadside eateries, dhaba, employment in cobblers’ unit in blacksmith’s units in grocery in stationeries, in tailor’s outlet etc. It also includes labour in carpentry, masonry, in furniture units in small factories, in storage etc. He has found agricultural wage work at the top in the list of employing child labour in the villages.

The major findings of the study show that child labourers, rather are engaged in labour process that results in the production of goods or services. Labour of a child is input utilized for productive activity. His study brings to the fore determinants of child labour as detected in course of the house survey. Family income, economic and social endowments possessed by households, parents illiteracy etc were examined to find impacts on child labour. He further finds that poverty is the significant factor of schooling children. Many of those children (2392) undertake work in some way or other. He has also discovered that girl children undertake work in large number than boys, while boys are ahead of girls in labour participation.

In the study, he found majority of child labourers to have been engaged in outside employment. They were either self employed in forest
pilferage, plastic picking, and petty trade or in rural transport on in paid employment like agricultural wage work in hotel or in restaurants, in tea stalls, in child domestics, in carpentry, in tailoring etc. Child labourers of the village situated on the outskirts of the districts town were found to have been engaged in a wide variety of activities in urban informal sector.

Another book by Singh (2007), “Women Domestics” is an outcome of an investigation carried out into dynamics of the nature and types of work performed by domestics workers, the duration of work, working conditions, wage structures, modes of payment and the socio-economic conditions of the domestic workers at large.

Her study was confined to four major areas of Rachi town of Jharkhand state, which was based on field work survey on 200 domestic workers. She has made an attempt to explore that how marginalized women were compelled to join the informal sector. She is of the opinion that one of the major reasons for women’s work becoming increasingly limited to the unorganized sector is that women lack the opportunity to acquire skill and training, which could facilitate occupational shifts. She sees it to be related to the prevailing social relations between men and women as well as the structure of the economy.

She argues that since women have to bear the major burden of domestic chores which in a poor household, is time consuming and labour intensive. They don’t have the time and opportunities to acquire the skills and training for better job in organized sector. Low skill attainment among women perpetuated by their unequal access to technology relegates them to job that are labour – intensive, time – consuming and arduous. She has justified how the women domestics fall into the category of unorganized sector workers.
Mohan (2000) puts forth the evidence that the proportion of women in the female work force engaged in the unorganized sector is estimated to be 90%. She further claims that the workers in these occupations suffer from a high incidence of casualization. Thus, the incidence of casual wage workers and agricultural and construction workers among women ranges from 75% to 96% of the total female wage earners.

Vohra (1998) has studies about the involvement of women in the tasar silk production in Bihar and has described how it has helped the women to promote their economic and social status furthering social change in the lives of not only an oppressed but an unawakened sector.

Jafa (2001) has made a study on contract labourers, who are a type of unorganized workers. He has considered contract labour a broad and complex contemporary issue. He is of the view that the contract workers are perceived to have less security of job and inferior terms of conditions and little or no welfare and social security benefit.

The book of Gangrade and Gathia (1983) on “women and child workers in the unorganized sector” is a complication of all the discussions, case studies and theoretical papers presented at the workshop on women and child workers in the unorganized sector which was held at Delhi in March 1983 and organized by Delhi school of social work society.

The book includes the view of the authors that working women and children in unorganized sector constitute a sizeable number. Their problems and difficulties do not receive adequate attention to policymakers, planners, legal luminaries and administrators. The researchers put forward the following recommendations in this
connection - (i) Organizing on a systematic and regular basis a series of regional workshops and seminars to discuss and popularize the issues involved in working with women and child workers. (ii) Setting up a clearing house immediately to collect necessary data on child labour and to update it regularly. (iii) Conducting grass root level surveys of women and child working in the unorganized sector, such as bidi – making, carpet weaving, construction work etc.

Shafi (2002) has highlighted the various challenges and problems faced by the Muslim married working women spread over the major city of Jammu and Kashmir state i.e. Srinagar.

The study mainly relates to Muslim working women with reference to their role conflicts arising out of their occupancy of double roles in contemporary Kashmiri society. She has made a study of socio-economic characteristics of the married working women and tried to find out how a woman reconciles, accommodates and adjusts to the changing situation.

Reddy (2007) has undertaken a study in Kurnool district of Andrapradesh on 300 child workers in the background of child labour and their habits in society as well as their behaviors. It further reveals the causes of bond labour. The book explains the concerned legal awareness, child labour act and wag to eradicate child labour. Reddy has made the analytical study on child labourers belonging to various unorganized sectors like – agriculture, cattle grazing, lime line, stone quarries, shepherds, live stock, domestic works, working in construction, auto garage, cycle shop, petty shops etc. He has found the children to have been exploited mercilessly and deprived of their basic needs. His study assesses their condition to be very much miserable.

Prasad (2007) has carried out his study on women and child labour in Gajipur of Uttar Pradesh focusing on their socio-economic aspects.
He has mainly thrown light on education, landlessness, wages, indebtedness, and poverty etc. relating to women and childworkers of that area. His findings show terrifying problem like – massive poverty, illiteracy, indebtedness and various kinds of problems faced by those workers.

Jumani (1991) has provided a conceptual framework to explain the socio-economic dynamics of self-employment specially in relation to poor rural women in Ahmedabad. She has highlighted the interaction between the working and social roles of those women. She has further supported her analysis by presenting thirty case-studies of women engaged in several occupations. The personalized narrations have brought alive their situation, perceptions and perspectives. She has investigated not only the social issues faced by the self-employed women under study, but also economics of the fifteen occupations undertaken by them. The occupations she undertook were agriculture, construction, brick making, pottery, reed work, bamboo work, leather work, weaving, vegetable growing, poultry, milk production, sewing and grocery stall keeping.

The work of Thakur (1992) is chiefly based on the self-employment pattern of primary Harijan leathers artisans. His study aims at finding out retrospect and prospect of self-employment of primary Harijan leather workers in the field of skin and leather works and to chalk out the plan to improve their condition, so as the traditional work may be attractive and it may create a centrifugal tendency to pull those workers engaged in unskilled work. He views the leather artisans as one who forms a significant part of the present society and are generally, exploited, low caste, untouchable landless agricultural labourers and mostly concentrated in rural areas. They are the victims of institutional mechanism, social and economic factors. They are either discouraged or
actually debarred from making use of the social and economic facilities and production of structural and infrastructural elements.

He reveals to his study that the problems of law, socio-economic positions and the underprivileged state of existence of the leather artisans have, by and large, remained unsolved. The question how to transfer their socio-economic positions and unprivileged state of existence calls for some effective and efficient efforts. The numbers of basic Harijan leather workers are diminishing day by day and the trend of diminishing is more than negligible. It is almost obvious that the reason of their negligence is social scorn towards leather work.

Majid (2000) has critically examined various kinds of unorganized labour, their problems and exploitations and the factors responsible for existence of the social evil of unorganized labour in Indian society. He has dealt with types and various factors responsible for the prevalence of unorganized labour system, for example, illiteracy, caste system, natural calamities, socio-economic conditions depending on agriculture and poverty etc. He also depicted the problems of unorganized labourers and their exploitations in society intensively. He’s given the main thrust on the problems of bonded, agricultural labour, contract labour, stone quarry labour, construction labour, child labour and other unprotected labour.

Also he has discussed the various forms of exploitations of unorganized labour at length. A part from this he has presented the constitutional safeguards relating to unorganized labour under the constitution of India and highlighted the stator safeguards provided to unorganized labourers under the social security legislations. As an outcome of his detailed study, he has made an attempt to pinpoint the socio-economic inequalities which have contributed significantly for the existence of unorganized labour system in India.
Nainital District: A profile

Uttarakhand is both the new and traditional name of the state that was formed from the hill district of Uttar Pradesh, India. Literally North Country or section in Sanskrit, the name of Uttarakhand finds mention in the early Hindu Scriptures as the combined region of Kedarkhand and Manaskhand.

Uttarakhand was also the ancient pauranic term for the central stretch of the Indian Himalayas. Its peaks and valleys were well known in ancient times as the abode of gods and goddesses and source of the Ganga river today, it is often called “the land of the God” (Dev Bhumi) because of the presence of a multitude of Hindu pilgrimage spots. The present state of Uttaranchal was earlier a part of the United province of Agra and Awadh. In January 1950, the Unit Province was renamed as Uttar Pradesh and Uttaranchal remained a part of Uttar Pradesh. It emerged as an individual state on 9 November 2000.

There are 13 districts in Uttarakhand which are grouped into two divisions. Garwal division includes Chamoli, Dehradun, Haridwar, Pauri Garhwal, Rudraprayag, Tehri Garhwal and Uttar Koshi whereas Kumaun division includes Almora, Bageshwar, Champawat, Nainital, Pithoragarh and Udham Singh Nagar.

The district of Nainital occupies the southern and south eastern portion of Kumaun division. It is of irregular shape, bounded on the north by Almora and a portion of Garhwal, on the east by a portion of Almora district and Nepal on the west by Garhwal and Bijnor districts and on the south by Piliphit, Bareilly, the Rampur state and Moradabad. This district has a total area of 3258.12sq.km. The district headquarters is located at Nainital.
Topography

The district is of a most heterogenous description. The northern portion consists of hills the outer ranges of himalays which in many places rise up steep from the gentle slopes at their feet, while else where there are several series of low forest clad hills which form as it were the outworks of main range of mountain.

Hills and Mountains

The mountains of the outer Himalayas in this district have a general elevation of about 6500 feet above the sea level while the highest summits attain to a height of over 8000 feet. They have this peculiarity that the outermost range in of considerably greater elevation than the intermediate chain sly between it and the outlying spurs of the great snowlad of Almora and Garhawal. The chief mountain range of the district is the Gagar which forms the southern brow of the Himalayan system.

Rivers and Lakes

The main rivers of this district are ladhiya river, Koshi river, Gola river, Nandhaur river, Dabka river etc. Among the lakes are : Nainital, Bhimtal, Malwatal, Sattal, Naukuchiyatal, Khurpatal, Sukhatal, sariyatal, Khuriyatal and so on.

Climate and Rainfall

The extraordinary range of elevation in the district occasions an endless variety of climate in the different parts. In the Terai to the south the climate differs from that of the adjoining plain country. In the hills an entirely different state of things prevails. At Nainital the thermometer
seldom reads above 85 degree at any time, while the coldest part of winter months it has an average of about 32 degrees. The variation in the climate is very largely due to the difference in the nature of the rainfall in the several parts of the district. The greatest fall of rain occurs in the outer slopes of hills, the southern face of the lofty Gagar range appearing to attract the rain clouds and precipitate their moisture.

**Languages and Religion**

Main languages spoken in the district are Hindu, Bengali, Panjabi, and Urdu, Garwali and Kumauni dialects of central Pahari are also spoken by the people here. Similarly the main religions of Nainital district are Hindu, Muslim, Sikh, Buddhism and Jainism etc.

**Fairs and Festivals**

Uttrakhanda itself is a rich state in term of cultural diversity, fairs and festivals. Different type of religious cultural fairs and festivals are observed by the people of Uttrakhanda throughout the year. The state, which is also known as pious region or Devbhumi celebrates one of the biggest religious fairs in the world at an interval of every twelve year which is known as Kumbha Mela. Important fairs and festivals organized in different parts of Nainital district are mentioned below:

Janma Astmi, Chitrasila, Sita Bani, Shivaratri, Bal Sundary Devi, Zahar Aulia, Chamunda Devi, Gudashi, Ganga Baba, Naumi Mela, Budha Babu, Kartika Purnima, Moteshwar, Muharram, Poornagiri, Attaria, Sarwarpir, Ghat Fair, Sisla, Jharhi Mahadev, Bhimeshwar, Narvada Ashtmi, Kailesh etc.

**Educational Institution**
Historically, Uttrakhanda is believed to have been the land where the Vedas and Shastras were composed and the great epic, the Mahabharata was written. Uttrakhanda has educational institutions of great significance to India and the world. The oldest engineering college in Asia, the Indian institute of technology is at Roorkee. Other prime universities are the Govind Ballabha Pant University in Pantanagar, Kumaun University in Nainital and Almora Dev Sanskriti University in Haridwar and the H.N.B Garwal University in Shrinagar.

There are located Kumaun University & Govind Ballabha Pant University in Nainital district. Nainital has been a very prominent & alluring place of high quality education along with peaceful environment and favourable climate. The reputed educational institutions of Nainital are the Sherwood College. All saints college, St. Mary's convent, St. Joseph's college, Birla Vidya Mandir & many other institutions including the pioneer institutions D.S.B. campus.

Agriculture and Irrigation

Agriculture has a major role in economy in the district. Important harvests are kharif and rabai. Zaid has negligible area in the district. The most important crop is wheat which is cropped in the largest area. The second crop is paddy. Maize, millet, barley, sawan, Jowar and bajra are other main foodgrains in that order. Masoor, gram and urad are the main pulse crops which hardly occupy a place of importance. Sugarcane and potato are cash crops of the district.

Modern method of farming in vogue in Bhabhar regions are on the forefront for their use of improved seeds, fertilizers, pesticides, insecticides and modern implements. University of agriculture at Pantnagar in the district is a well known institution for research in
agriculture that started green revolution. In Haldwani a soyabean processing plant has been set up so that the farmers could take up the cultivation of this crop for better economic returns and nutrition. Small holidays are a hurdle in production. The places of terrace cultivation in hills are peculiar for these.

The irrigation network includes government canal, tube wells and pumping sets in the non-hilly tracts. The hilly tracts are served by tanks (hauz) and channels (gal). There is a canal head at kathgodam at Gaula river which irrigates the major part of Bhabhar areas.

**Animal Husbandry**

Animal husbandry is an important source of income for the rural people of the district. Cows, buffaloes, goats, and sheeps are main livestock of this district. The production of milk per mulch animal is very low. Almost every house holds spin and weave the wool from their indigenous sheeps. Several veterinary institutions are providing their services to the farmers for better output and enhancement in animal husbandry.

**Industries**

So far economic mineral deposits are concerned the district is practically barren. With the exception of building stones and roofing states and sporadic pockets of gypsum, no profitable mineral deposits are known. Pockets and lentils of gypsum are found in the upper Krol and lime stone about three km north of Dhapla in the Nihal valley. Minor deposits of alum have been reported from near Khairna in the Kosi valley.
Other worth mentioning units are Milk Diary at Lal Kuan, Soyabean Plant at Haldwani, Teletronics Ltd. at Bhimtal, Parvat Plastics at Kathgodam and mushroom unit at Bhowali. These units have been incorporated by various government agencies i.e. Hill Development Corporation, Kumaon Mandal Vikas Nigam and U.P. State Agro Industries Corporation Ltd. Industrial Sheds are being developed at Bhimtal and haldwani.

In a hilly district like Nainital industrial progress should not take place in isolation to ecological hazards due to ruthless exploitation of local resources and thereby creating environmental pollution. It will mar the prospect of tourism industry in the district. Industrial, such as electronics, optics, precision instrument etc. are proper for the district and government is seriously considering that the district should be judicious to industrial development. For the above reason, the top priority is being accorded to Khadi, village and cottage industries. Development of woolen industry is entrusted with the Directorate of Handi-crafts and Handlooms. Forest, fruit and vegetable based industries are being promoted. These have immense potential in this district. Fruit processing plants, packing cases, paper pulp units, furniture, saw mills, turpentine and matches are being manufactured profitably and these are the industries earmarked for future expansion. Oil mills, cane crushing units and rice mills are other small industries that are being accorded top priority.

**Trade, Commerce and Export**

The chief commodities manufactured in towns are sugar, television, fruit juice, cable wire, lime, milk products and candles. The most important commodities exported are television, fruits, rice, stone,
timber, paddy and candles. The most important commodities imported are television parts, rice, cement, bricks, cloth and wood.

The following table presents most important commodities manufactured in, exported from and imported into the towns of the district.

<table>
<thead>
<tr>
<th>Name of the town</th>
<th>Most important commodity Manufactured</th>
<th>Exported</th>
<th>Imported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bhimtal</td>
<td>Television</td>
<td>Television parts</td>
<td>Television</td>
</tr>
<tr>
<td>Bhowali</td>
<td>Fruit juice</td>
<td>Fruits</td>
<td>Rice</td>
</tr>
<tr>
<td>Haldwani cum Kathgodam</td>
<td>Cable wire</td>
<td>Stone</td>
<td>Cement</td>
</tr>
<tr>
<td>Kaladhungi</td>
<td>Lime</td>
<td>Mangoes</td>
<td>Bricks</td>
</tr>
<tr>
<td>Lal Kuan</td>
<td>Milk products</td>
<td>Wood</td>
<td>Bricks</td>
</tr>
<tr>
<td>Nainital</td>
<td>Candles</td>
<td>Candles</td>
<td>Rice</td>
</tr>
<tr>
<td>Ramanagar</td>
<td>Sugar</td>
<td>Timber</td>
<td>Cloth</td>
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</tbody>
</table>

**Tourism**

Nainital is a jewel among tourist places in UK Lower ranges of outer Himalayas and a good chunk of Bhabhar comprise the district imply, it has been attracting tourists for sheer beauty and serene environs of the lakes. Brisk climate of hill stations of the district is quite in contrast
with the enervating heat and humdrum landscape of the gangetic plains. Tourists rush to Nainital to have solace from heat and dust and rejuvenate in clean and fresh air. It is an apt saying that the district is a retreat for all seasons of the year, it is a refuge from scorching heat of the summers, enchantment in the autumn a sport paradise in the winters and an angler's delight in the spring.

The captivating beauty of the famous lake is greatly attributed by nearby emerald peaks that seems like enchanting willows. City is bestowed with richly coloured villas and bungalows and ponies, rickshaw and sail boats. In the stillness of darkness reflections of city light in the lake water presents a unique phenomenon, a many splendoured rendezvous.

Naina peak (height 2611 metres) offers the visitor to have a glorious view of show tipped crests of the world's highest mountain chain, the Himalayas, the glacial wall dividing India from Tibet and China. The peak has star attractions to tourists for that reason. The lake of city could also be glanced from the peak. To have a view of breath-taking beauty of sub-urban lakes, Laria-Kanta (height 2481 metres) is most suitable peak. Snowly peaks of Himalayas are dreams for a nature lover. These could be gazed from Snow View (height 2270 metres), that is, obviously an easily accessible mountain top. Encircled by terraced fields of sloppy hill sides, Khurps Tal's magnificent view could be had from Lands End (height 2118 metres). Hanumangiri is a beautiful spot to have an ecstatic view of sun set. The place is of religious importance. Anglers may have amusing time at Khurpa Tal atop, 2635 metres. State Observatory and Dorothy Seat are the other tourist places of district. The latter is a memorial to an English lady. For those who enjoy quiet and Olympian calm. Kilbury is an ideal holiday resort. Bhowali, rich in hill
fruits is a popular health resort. Bhimtal, 22.5km away from city Nainital, is famous lake for boating and islet in the centre of the lake is always full with picnickers. Naukuchia Tal is another heaven for anglers. It is 26 km away from town of Nainital. The lake harbours birds of remote countries. Nature is supreme at alluring Sat Tal. Jeolikot is favourite place of butterfly-catchers. It is a health resort. There is also a bee-keeping centre at this place. Ramgarh and Mukteshwar are other stations of tourists interest.

**Present State of Knowledge**

Unorganized sector has received ample attention of research workers and scholars in national and international arena. Several research works can be found in different topics viz: child labour, domestic workers, agricultural workers, bond labourers and other workers engaged in informal and unorganized sectors. However the existence literature available about the unorganized sector workers reveals that no study pertaining to Nepali workers working in unorganized sector of Nainital District has been carried out so far. Therefore to bridge up the gap of knowledge, the present study has been undertaken keeping the following objectives in view.

**Objectives of the Study**

In the light of review of literature with regard to unorganized labour in general and Nepali workers working in unorganized sector in Nainital district in particular, the study attempts to understand socio-economic and cultural issues relating to them. The main objectives of the present research work are:
1. To study the socio–cultural and economic background of the Nepali workers working in Nainital district.

2. To find out the living and working conditions of Nepali workers.

3. To study the pull and push factors responsible for migration of Nepali workers to Nainital district.

4. To bring into light the problems and challenges faced by Nepali workers at the work place.

5. To study the interaction and interrelation pattern of the Nepali workers with the persons at work place and also with local residents.

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