Chapter 7

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Child labour is work performed by a child. Here, one can understand generally that the children are persons at specified ages between 5 and 14 years by legal norms. Child labour is generally speaking, work for children that harms them or exploits them in some way (physically, mentally, morally or by blocking access to education).

It is estimated that there are 21.6 million children aged 5 and 14 years, working in South Asia out of a total 300 million children in this age group. And India has 11.2 million while Pakistan has 3.3 million child labourers.

In India and Pakistan children are perceived as adults at an early stage. The practice of child labour in both countries is commonly found in all sectors of economy, formal and informal, paid and unpaid, though it is much more prevalent in the unorganized sector of the market economy. The child labour in India and Pakistan is predominantly a rural phenomenon. The majority of children are found engaged in the agricultural and related activities but the plight child labourers is harsher than those engaged in the informal sector of the market economy.

There are a great deal of commonality in the forms of child labour in India and Pakistan, most notably in the areas of child domestic labour, children working in hazardous industries; children working in export industries; child trafficking (both internally and across borders); child bonded labour in agriculture and certain parts of the industrial and informal sectors.

The cheapest form of labour was child labour, so the employers could minimize costs and maximize profits. In India and Pakistan common sense perception of the issue is that child labour is the outcome of poverty. It is true that most of the working children are drawn from the poorer segments of the population. Poverty is an immediate reason why families send their children to
work. It all starts with a child born in poverty where he is deprived of childhood necessities and luxuries. As he grows up in the society around him, he develops poor physical and mental health. In turn his productivity is low which leads to low income and more poverty; he is unable to take care of his family properly and cannot provide his children with education they deserve. Furthermore, due to poverty the children start working too or begging and thus this cycle keeps passing on from one generation to the next.

The adverse consequence of child labour in hazardous occupations is health hazards. Various studies have shown that the impact of the hazardous work begins to show in its severe form only after 2-3 years in terms of morbidity, fever, cold, cough, dysentery, body ache and weakness, T.B. and other respiratory problems.

The vulnerability of working children to health hazards is increased by the high incidence of malnutrition and under-nourishment, in contrast to their increased requirement for energy utilization to perform heavy work activities. The incidence of communicable diseases is always higher among them. The industrial environment is harmful to physical, mental and moral development. The child is forced to do what she/he doesn't personally like doing. He/she is the victim of the fight against hunger and poverty; shadow of sadness covers up precious childhood. When a child is forced to enter into labour market at such a tender age and loaded with responsibilities similar to adults, she/he grows out of her childhood. He/she loses the softer aspect of life and the joys of childhood. As a consequence of long working yours they are left with little time for childhood games, which is the right of every child. There is a fear of starvation all around.

For the most of this century the international community has sought to solve the problem of child labour. The minimum age convention of 1973 sets the minimum age for admission to employment, subject to a number of exceptions, including the following: 13 for light work; 18 for hazardous work if adequate training and protection is afforded to protect the children; the 15 and 13 years
minimums can be lowered to 14 and 12 respectively in countries with insufficiently developed economies and educational facilities.

The Convention on the Rights of the Child (CRC) was adopted by the general assembly of the United Nations on November 20, 1989. Article 32 of CRC prohibits the practice of child labour. It declares that the rights of the child be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education or be harmful to the child’s health or physical, mental, spiritual, moral and social development.

ILO also had tried to abolish child labour. The draft of the ILO convention of abolition of worst forms of child labour defines the expression, worst forms of child labour in 1999 as:

a) All forms of slavery or practices similar to slavery, such as the sale or trafficking of children, forced or compulsory labour, debt bondage and serfdom.

b) The use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties.

c) Work which, by nature or the circumstances in which it is carried out, is likely to jeopardize the health, safety, or morals of children.

On the global level, there has been much propaganda against child labour, but participation of the state in it is the essential part of it. Both India and Pakistan has not only recognized the child rights and state responsibility toward them in their constitution but have also passed many legislative Acts against child labour.

The Constitution of India contains a fundamental right against exploitation of child labour. Article 24 prohibits children below 14 years to be employed for work in any factory or mine or engaged in any other hazardous occupations. Article 39 requires the state to direct its policy towards securing protection for health, safety and morals of workers and children. Article 45
mandates the state to provide within a period of 10 years from the commencement of the constitution for free and compulsory education for all children until they complete the age of fourteen years.

In Pakistan’s constitution, employment of children below 14 years is prohibited in some works. Article 11 (1) of Pakistan’s constitution forbids slavery and states that no law shall permit or facilitate its introduction into Pakistan in any form. Article 11 (2) also prohibits all forms of forced labour and traffic in human beings. Article 11 (3) of Pakistan’s constitution prohibits employment of children below the age of 14 years in any factory, mine or any other hazardous employment.

In addition, the constitution makes it a principle of the state of Pakistan to protect the child, to remove illiteracy and provide free and compulsory education within minimum possible period and to make provision for securing just human conditions of work, ensuring that children are not employed in vocations unsuited to their age and sex.

In India the first law on child labour was enacted in 1933. This law, Children (Pledging of Labour) Act 1933, prohibits parents and guardians from pledging the services of a child, and treats any agreements a void which is entered into between parents/guardians and recruiting agents. The Employment of Children Act, 1938 prohibited the employment of children below 15 years in certain industrial employments and below 14 years in the transport of goods in docks. Though the 1938 Act banned child labour in hazardous industries, it made an exception in favour of family labour.

This law proved to be detrimental in one area in that minimum age for admission to employment was lowered from 15 to 14 year in the case of several sectors like mines, factories and establishments. The Act ensures protection of children from economic exploitation and particularly from work which is hazardous and harmful for their health. This Act, further, regulates the minimum standard requites for health and safety of the children, employed or permitted.
According to the Act, period of work for each day is to be fixed so that no child should work for more than 3 hours without a break. And total period of work each day should not exceed seven hours inclusive of interval and time spent for waiting for work on any day. Child is also not permitted or recognized to work between 7 P.M. and 8 A.M under 14 years of age.

The factories Act, 1934 has a whole chapter dealing with the employment of children in factories. A child in this Act has been defined as a person below 12 years of age. The Mines Act, 1923 also has a section dealing with the employment of children in mines. A young person below the age of 17 years is not permitted to work in a mine unless a certificate of fitness is granted to him by a qualified medical practitioner. The Act also puts some restrictions on the working hours of the persons below 17 years of age.

The Minimum Wages Act passed in 1948, defined "child" as a person who has not completed his 15th year. It fixed different ages for adults, adolescents, children and apprentices.

The Child Labour (Prohibition and Regulation) Act, 1986 defines child as a person who has not completed 14 years of age. It prohibits the employment of children below 14 years in specified occupations and processes. It also lays down a procedure to make additions to the schedule of prohibited occupations (13) and processes (57). It regulates the working conditions of the children in occupations where they are not prohibited from working. It lays down penalties for violations (Rs. 20,000 and 6 months imprisonment or both).

The Act classifies all establishments in two categories: Those in which employment of child labour is prohibited, and those in which the working conditions of child labour shall be regulated.

The primary education ordinance was passed in 1962. According to this ordinance, the children below 12 years were prohibited to work and should attend primary education that continues up to 8th grade.
By analyzing these legislative attempts in both countries, it is found that these Acts do not prohibit or regulate all kinds of child labour. Moreover, the implementation process is very weak and slow. In most of labour laws in both countries child has been defined as a person who has not completed his fifteen year. But, the constitution of both countries lower the age of child by stating no child below the age of 14 years shall work. This conflicts with the most of the labour laws which prohibit the employment of persons below 15 years of age. And most important loophole is that they do not ban child labour in the family. They only deal with the child labour and employer in the context of hazardous occupations and are silent to employer’s agent or middle man or the contractor who play a crucial role in employing children. Moreover, most of these Acts are for urban and mining areas, whereas most of child labourers are in the agriculture sector. So, most of legislations are not enough to solve this problem.

Soccer, or football as it is known in most countries, is the world’s most popular sport. The soccer ball industry is a multi-million dollar industry. Most of the world’s soccer balls are produced in the Sialkot of Pakistan. Pakistan alone accounts for 75 per cent of total world production of soccer balls, and 71 per cent of all soccer ball imports into the United States. The remainder of production occurs mostly in China, India and Indonesia. No soccer balls are manufactured in the United States.

Surprisingly, by Pakistani law, soccer ball stitching does not come under child labour. Pakistani society needs to create dialogue and find solutions at the community level for anomalies in its system. Solutions, suggested from the North, however well-meant, may not fit well in the Pakistani culture. Caution, diplomacy, negotiation and cooperation should be methods of changing the current child labour status. Economic sanctions and consumer boycotts will in the end hurt only those who are the most vulnerable, and whom the North through its humanitarian agenda is trying to help.

The football industry of India has its roots in Sialkot, Pakistan. When India was partitioned in 1947, many of Sialkot’s skilled Hindu craftsmen
migrated across the border into Punjab, settling in Jalandhar. The Indian football industry has expanded to include Meerut (Uttar Pradesh) in its map. Most of footballs produced in India are exported to the United Kingdom, the United States of America, and some other countries in Europe. India is world's second largest producer of footballs following Pakistan. The Report of India Committee of the Netherlands said six-year-olds spent an average of 7.5 hours a day stitching footballs while 13-year-old children could often work up to 11 hours at a stretch.

The phenomenon of child labour in football stitching on a large scale has come about with the emergence of home-based production, and it will remain as long as home-based production continues. The possibility of a shift from home-based to factory-based production needs to be examined by all concerned, including the manufacturers, government, non-governmental organizations, researchers, trade unions and those involved at the level of policy formulation.

In general, the problem of child labour continues to pose a challenge. The governments have been taking various proactive measures before to tackle this problem. However, considering the magnitude and extent of the problem and that it is essentially a socio-economic problem, it is inextricably linked to poverty and literacy. It needs concerted efforts from all sections of society to make a dent in the problem. In India the Child Labour (Prohibition and Regulation) Act was enacted in 1986. In consonance with the above Act a national policy on child labour was formulated in 1987. The policy seeks to adopt a gradual and sequential approach with a focus on rehabilitation of child working in hazardous occupations and processes in the first instance. A national policy on child labour has been formulated in conjunction with the legal measures to address the socio-economic issues having bearing on child labour and to provide a framework for a concrete programme of action. The policy attempts to deal with the situation where the children work, or are compelled to work, on a regular or a continuous basis to earn wages for themselves and / or their families, and where the conditions of work result in their being severely disadvantaged and exploited, and where abuses connected with such factors are impacting on wage employed children, they need to be given close attention by the state of rectification.
amelioration, and regulation through specific legal and administrative instruments and measures.

The policy encompasses action in the fields of education, health, nutrition, integrated child development, and employment. The action plan outlined in the policy for tackling this problem includes legal action plan, which envisages strict enforcement of the provisions of the Child Labour Act in 1986, the Factories Act 1948, the Mines Act 1852, the Plantation Labour Act 1957 and other Acts containing provisions relating to the employment of children. The policy also envisages the development of an extensive system of non-formal education for working children withdrawn from work and increasing the provisions for employment and income generating schemes meant for their parents. These programmes will be utilized to create socio-economic conditions in which the compulsions to send the children to work diminish and the children are encouraged to attend school rather than take up wage employment. This involves launching of projects for the welfare of working children in area of high concentration of child labour.

These projects withdraw children from hazardous employments and ensure their rehabilitation through education in special schools. According to govern sources, ninety-one child labour projects have been sanctioned till 2000 for rehabilitating nearly 0.19 million children in the most endemic areas, and 145,725 children have already been enrolled in the special schools. A national policy on education, 1986, sets a target whereby all children who attained the age of 11 years by 1990 will have received 5 years of schooling or its equivalent in a non-formal system of education. With this goal in view, 490,000 non-formal education centres are proposed to be opened nationally to supplement the formal education system. The non-formal education centres for child labour would aim to educate children up to class 5 level, with arrangements for continuance of non-formal education up to class 7 level, wherever possible. Incentives and assistance will be given to disadvantaged classes like SC/ST families whose children work for wage and quasi-wage employment. Efforts will also be made to link the non-
formal educational institutions with open schools or with formal education system in order to enable working children to continue their education.

Scholarship will be given to working children who comes from especially deprived families engaged in occupations like scavenging, to ensure that they are enrolled successfully and complete the non-formal education course. Health is a state subject and the programmes of medical inspection of children have been assigned to the states. The Ministry of Health and Family Welfare will address the state governments recommending that intensive medical inspection of children be taken up in those areas where child labour is prevalent. The state governments will have to be persuaded to extend the coverage of the school health services programme to child labour.

Subsequently in 1994 the following National Child Labour Projects (NCLPs) were launched:

Sambalpur – 1994
Thane – 1994
Gharwa – 1994

The NCLP is aimed at a gradual, sequential, progressive and selective approach for elimination of child labour. Since the magnitude of the problem is large, it was thought appropriate to initially confine the project to the areas having high concentration of child labour. These projects had the following components:

- Imparting non-formal education to enable the children released from work to receive functional literacy and acquire a level of equivalence with the appropriate grade in the formal system.
- Supplementary nutrition through mid-day meals.
- Income and employment generation through imparting skills.
- Stepping up enforcement of child labour laws.
A National Authority on Elimination of Child Labour (NAECL) was set up on September 26, 1994. The main functions of NAECL is to lay down the policies and programmes to minister and coordinate implementation of child labour projects of the various sister ministries of the Government of India. The NAECL adopted a scheme entitled “Identification, Release and Rehabilitation of Child Labour”.

By 1995-96, 76 NCLPs were sanctioned including 12 projects sanctioned earlier. Under these projects 1800 special schools were opened with about 2500 teachers. About 1.05 lakhs children who were withdrawn from hazardous industries / occupations / processes were enrolled in the schools. Each school had to run a three-year cycle. In the first 2 years functional literacy was imparted to enable the children to join formal system of education, while the third year was devoted to vocational skill training.

In 1998, the Government of Pakistan constituted a taskforce on child labour with the mandate of formulating policies and strategies for the elimination of child and bonded labour in Pakistan. The National Policy and Plan of Action (NPPA) launched in May 2000 calls for progressive elimination of child labour; immediate eradication of the worst forms of child labour; a monitoring system to implement the National Plan of Action; and ensuring primary education and skills training to the target children.

On September 23, 2002, Government of Pakistan announced labour policy. The labour policy claims to work towards banning child labour and bonded labour, plans to launch a need-based vocational training and human resource development programmes for new entrants into the labour market, and establish model schools for the free education (12 years schooling) of child workers. The Ministry of Education launched the National plan of Action for education for all (EFA) on April 2003 for achieving universal primary education by 2015. It sets out the following goals to be achieved by 2015:
• Expanding and improving comprehensive early childhood care and education, especially for the most vulnerable and disadvantaged children like child labour.

• Ensuring that by 2015, all children, particularly girls, children in difficult circumstances and those belonging to ethnic minorities, have access to and complete free and compulsory education of good quality.

Actually EFA aims to address the needs of child labourers. In May 2006 the Government of Pakistan adopted a national policy and action plan for children aiming to harmonize federal and state child labour programmes and work toward the progressive elimination of child labour. A national policy and action plan to combat child labour (NPPA) that calls for immediate eradication of the worst forms of child labour; progressive elimination of child labour from all sectors; educational alternatives to keep children out of work; and rehabilitation of children withdrawn from work. On October 8, 2005, Pakistan launched the preparatory phase of TBP (Time Bound Programme). TBP is a comprehensive approach that emphasizes the need to address the root cause of child labour with special stress to combat poverty and promote basic education and social mobilization.

The other fundamental elements of the TBP are rapid response measures for the prevention, withdrawal and rehabilitation of victims of the worst forms of child labour. It also includes provision of viable alternatives; education for child labourers, income support for their families; social mobilization and campaigns on the effects of the worst forms of child labour on children and society; and children's rights to protection and education.

The ILO project namely International Programme on Elimination of Child Labour (IPEC) is being currently implemented under the technical cooperation programme of ILO. In the case of India, a memorandum of understanding (MoU) on IPEC was signed in the second quarter of 1992 by the ILO and the Government of India, reaffirming that national efforts in the country would be aimed at eventual elimination of child labour and this objective could be attained
only through vigorous actions by state governments, involvement of NGOs and trade unions. Some of the highlights of the IPEC programme in India are:

- Release and rehabilitation of bonded child labourers and children working in hazardous and abusive circumstances.
- Raising public awareness against child labour.
- Assisting in policy making at the national and state levels.
- Training NGOs on the design, management and evaluation of child labour projects.
- Training of Labour and Factory Inspectors on enforcement of child labour laws.
- Sensitizing employers and employers’ organizations against child labour.
- Enrolling working children in regular schools after weaning them away from the workplace.
- Activating dysfunctional and non-functional government schools in areas where working children are concentrated.
- Sensitizing trade unions, their leaders and their worker members on child labour.
- Eliminating child labour in selected areas and work spots.

CLASP, the other ILO programme, originated in response to the initiatives taken by the Indian Government in the mid 1980s to deal with the problem of child labour. In the wake of Child Labour (Prohibition and Regulation) Act, 1986, and the adoption of NCLP in 1987, there was an increased demand on the part of Government to provide technical expertise and leadership in the matter. The ILO felt that it could play an important role in strengthening the technical expertise and capacity of the government in tackling the problem of child labour. The programme is aided by the Government of Germany. The CLASP’s aim is to enhance the Central Government’s policy, planning and implementation capacity to increase its capability to provide support for ongoing
and future projects and sustain a community-wide movement on behalf of working children, and facilitate a more efficient use of government resources. Assistance taken under the programme is used for the purpose of supporting ongoing activities under the NCLP.

United Nations International Children’s Emergency Fund (UNICEF) has also been assisting the Indian Government to deal with the problem of child labour. UNICEF acknowledges the need to seriously address child labour as a key component of its policy to advocate implementation of UN Convention on the rights of the child. The initial focus shall be on the elimination of child labour in hazardous industries. In addition, it has provided financial and technical support for legal enforcement, studies on child labour, workshops and discussions on child labour at the national and state levels.

UNICEF assists central and state governments to develop and implement programmes and action plans for the release and rehabilitation of children from labour in various industries and occupations. In addition to supporting government, UNICEF also seeks to develop and strengthen alliances with NGOs, industry, external agencies, trade unions, media and academics to promote the elimination of child labour. It focuses on programmes to rehabilitate children released from labour into the educational systems and to improve the livelihoods of their families through support from anti-poverty programmes.

The World Bank has also recently started taking serious note of child labour as an issue of development concern in India. The bank would support initiatives at providing education to children who are child workers or likely to become workers. The Bank would also promote easier access to school as a means of reducing child labour. The bank is likely to consider projects for employment and income generation for the households from which the child workers come. Measures that would reduce the demand for child workers in specific sectors and in industries could also receive the Bank’s support. World Bank support usually takes the form of lending programmes. On-going lending
programmes could be refocused to have greater impact in reducing the incidence of harmful child labour.

NGOs in western industrial countries have realized that pressure can be exerted on Indian exporters via public opinion and by raising awareness at the consumer level in order to stop the use of children in the production of goods made for export. Following this idea, the social label "Rugmark" was created in cooperation with Indian exporters. It assures that the goods were made without child labour. The final price includes a contribution of two or three percent through which rehabilitation measures of former child labourers, economic improvements of workplaces, and monitoring of factories are financed. NGOs have realized the limited effect of inspection and try to project children from being drawn into mobilization on a local level that means via the inclusion of parents, teachers and administrative bodies into controls. The united Nations convention on the Right of the child in November 1989, asserts under Article 32, that states parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education or to be harmful to the child’s health or physical, mental, spiritual, moral, and social development. The government of India ratified the UNCRC in December 1992, with the solitary rider in relation to Article 32.

The IPEC launched ILO in 1992 expanded to Pakistan in 1994. In June, 1994 the Government of Pakistan signed a memorandum of understanding with ILO within the framework of IPEC. The aim of the cooperation is to promote conditions to enable the government to progressively prohibit, restrict and regulate child labour with view to its ultimate sectoral strategy. The MOU, valid initially until the end of 1996, has been extended up to 31 December 2001. The first phase of the programme to prevent and eliminate child labour in the soccer ball industry was implemented from August 1997 to October 1998, after the signing of the Atlanta Agreement in February 1987 by the State Chamber of Commerce and Industry (SCCI), UNICEF and ILO. The second phase of the
project aims to consolidate the achievements and address the gaps of programme implementation during the first phase.

The project, combating child labour in the carpet industry in Pakistan, is based on an agreement signed between the PCMEA (Pakistan Carpet Manufacturers’ and Exporters’ Association) and the ILO in 1998. The agreement outlined the PCMEA-ILO partnership to eliminate child labour in the carpet industry in Pakistan. The project, which started in 2002 aims to provide non-formal education, mainstreaming, and pro-vocational education to about 23000 carpet weaving children, and access to micro credit to the 1000 poorest carpet weaving households.

The Atlanta Agreement was followed by an initiative taken by the Italian social partners for combating child labour in the surgical instruments industry, with the collaboration of the ILO and SIMAP (Surgical Instruments Manufacturers’ Association of Pakistan) in Sialkot district. The project, titled combating Hazardous and Exploitative Child labour in surgical instruments manufacturing through prevention, withdrawal and rehabilitation, was launched in 2000.

In July 2003, IPEC, together with the Ministry of Information and Broadcasting and its corporate agencies, Pakistan Television and Pakistan Broadcasting Corporation (PBC), launched a two year project, titled Activating Media in combating child labour. This project aims at undertaking the capacity building of media managers, and national television and radio producers to produce media products such as plays, drama serials, talk shows, discussion, and songs and jingles on child labour issues. The media project is an integrated part of the project of support for the time bound programme on eliminating the worst forms of child labour. Its main role consists of highlighting the concerns about the worst forms of child labour.

Through the International labour organization, SPARC has become one of the initial partners in the international programme for the elimination of child
labour (IPEC) under its mini programme. In 1995, SPARC (Society for the Protection of the Rights of the Child) printed its first brochure on child labour, a poster titled ‘stop child labour’ with the help of UNICEF and two audio cassettes on the state of child labour in Pakistan with financial assistance of ILO-IPEC. In addition SPARC drafted a bill to amend the Constitution of Pakistan to set the legal age for employment in Pakistan to 16. The bill unfortunately was not passed. Nonetheless, SPARC has continued to ask the government to make efforts to implement all laws related to child labour. On September 8 and 9, 1999 SPARC organized International Conference on the State of Child Labour in South Asia, and its deliberations were published in a book titled “The State of Child Labour in South Asia”. In June, 2000, SPARC organized a meeting in Lahore on the ILO Convention on the Worst Forms of Child Labour, which Pakistan subsequently signed and ratified in August 2001.

The state of Indian and Pakistani laws in relation to problem of child labour is not satisfactory to say the least. All labour laws and Constitution provisions that fix the minimum ages for admission to employment are in conflict with Convention on the Rights of the Child, and the ILO Convention 182. Ideally child labour should not permit below the age of 18 years. It should nonetheless be not less than 16 years by which age a child should at least complete his or her secondary education.

Since poverty is the fundamental cause of child labour, eradication of poverty is a lasting solution to this problem. The problem of poverty is more acute and pervasive in rural than in urban areas, and it is concentrated in subsistence and small farmers and landless labourers. In urban areas, it prevails more among those who work in informal sectors. Children are a source of additional labour power and income to their poverty stricken families. Child labour, therefore, can be controlled and eliminated by concentrating more on the lowest socio-economic groups. Our efforts should be more towards balanced regional development and employment generating policies. More emphasis should be put on improved technologies, economic and social services, including the provision for the poor the facility to land, credit, and improved seeds as well
as access to better water, sanitation and health services. The poverty can also be reduced by paying family allowance to needy families, which could be granted on condition that children would attend school and not carry any form of paid, family or self employed work.

The fight against child labour is one aspect of the overall fight against poverty. When the employment opportunities are generated for the adults and they are rewarded more fairly to raise their standard of living, children will no longer be required to work in the drudgery conditions. Therefore, there is a paramount need for the removal of adult unemployment and rationalization of the existing policy on price and income. The uneducated parents, struggling with poverty, fail to appreciate the role of child education as a key status raiser. It is therefore, utmost important that parents are made education conscious through concerned propaganda and publicity. Hence, emphasis should be placed not only on educating the child but the parents as well, through a greater emphasis on the adult education system.

Education of children to be withdrawn from hazardous occupations is to be assured in suitable institutions. There are children of various ages, different skills and qualities. All cannot fit in one basket. Unlike formal education, we need in this case, a multi-pronged strategy considering education, psychological rehabilitation and skill up-gradation. Curriculum content has to correspond to the multi-age and multi-skill strategy with a package where the child feels reassured. A surprisingly high number of persons are unaware of the unsafe working conditions in which children work and the repercussions of early employment on the child in particular and the society in general.

There is a need to raise awareness in child workers, their parents and employers of the damage the early work can cause to the society, young earners and their generations to come. They should be explained the difference between light, educational work on one hand, and the exploitative drudgery on the other. People, especially employers and the parents of children should be made aware of the existing laws concerning child labour and the penalties imposed upon flouting
them. Measures should be taken for stricter implementation of these laws. The lapses of employers in implementing legislative and other provisions regarding working children should be widely publicized in order to build a strong opinion against defaulters. Child labour cannot be approached as an isolated problem. This is so in the case of child labour in sports industry and particularly in football production. It is a complex socio-economic and 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.