CHAPTER - VI

CONCLUSION AND SUGGESTIONS

Today’s child is the foundation of the pillar on which tomorrow’s nation is to be built. If the foundation is weak, the national structure is likely to collapse. So it is the obligation of every generation to bring up children who will be citizens of tomorrow in a proper way. Today’s children will be leaders of tomorrow who will hold the country’s banner high and maintain the prestige of the nation. If a child goes wrong for want of proper attention, training and guidance, it will indeed be a deficiency of the society and of the Government of the day. Problem of child labour is indeed a negative factor. Every society, therefore, must devote full attention to ensure that children are properly cared for and brought up in a proper atmosphere where they could receive adequate training, education and guidance in order to see them achieving their rightful place in the society when they grow up. The above information was made by the learned Judge, Justice P.N. Bhagwati and Justice R.N. Pathak of the Supreme Court of India.

According to ILO estimates (1980), there were 52 million working children from Africa, 3 million from Latin America and only one million originated from developed countries. In Asia 58% are of South Asia and 30% in India. Thus among the Asian countries, India has taken pride of putting children to work in different sectors of economy, contributing about one-third of Asia’s child labour force and one-fourth of the world’s working children.
According to 1987 census of India, there were 2,22,517 thousand main workers in the country and out them, 11,159 thousands were below 15 years of age. There were 22,089 thousand marginal workers of which 2,224 thousand were children, 21% were in urban areas and rest were rural based. According to the projection of planning commission, the magnitude of child labour is likely to be 20.25 million in the year 2000.

The problem of child labour by and large has lost its poignancy in the organised sector. However, it has assumed alarming proportion in the unorganised sector./

Child labour in Kashmir is found in Domestic chores, automobile worships, hotels and restaurants, agricultural activities etc. But they are mainly concentrated in handicrafts/handloom activities. Further, incidence of child labour is more in Kashmir division as compared to Jammu division.

In Kashmir province the incidence of child labour is more in district Baramullah followed by Anantnag. In Baramulla the total number of children working in different sectors of the economy accounts for 27,703 out of which 14,205 are girls. In Anantnag the total child labour force is 23,620 of which 12,613 are boys and 11,007 are girls. Srinagar district accounts for a total of 20,304 child labourers out of which 12,936 are boys and 7,468 are girls.

Carpet industry is one of the sectors where child labour is present in bulk. With the introduction of Factories Act, 1948, which regulate working conditions and prohibited child employment in factories, resulted in radical reorganisation of production and work in the carpet industry. Work that was previously carried out in factories was subsequently subcontracted to small firms and cottage based production units that were excluded from the scope of labour
legislations. This resulted in the proliferation of small family enterprises and the continued illegal employment of child labour in this industry.

The need for a study was felt because of growing number of working children entry into adult world and the need to improve their socio-economic conditions and to investigate the factors responsible for the existence of child labour and suggest some remedial measures for gradual abolition of this undesirable force from carpet industry.

In the present study multi-stage Sampling was used to select child workers from the carpet units of all three Tehsils of District Srinagar viz. Srinagar, Ganderbal & Kangan. Sample was drawn after surveying the carpet weaving centres. (both household & non-household). 100 such units were selected in the whole District and 300 children below 14 years age were selected for the purpose of study. Apart from these children a number of prominent citizens, Doctors, Govt. officials and factory owners were contacted and interviewed.

Since the study was conducted at the time when the state of J&K in general and Kashmir valley in particular was in a state of complete turmoil. During the study researcher faced many hardships due to the prevailing conditions. Moreover, factory owners were not allowing to interview the child workers on a plea that researcher can be Government employee deputed for collecting information about abuse of child labour in the carpet units. After assuring them that the data was absolutely for personal use, the researcher was permitted to gather the information from child workers. As a matter of fact, due to these problems the study took much time then required.

In carpet industries children are involved in limited processes. At the initial stage they are associated with making of thread balls.
Children are mainly involved in the weaving process especially in the knotting, binding and smoothening the carpet. After five to six years of experience, if they pick up the language they are also partially engaged in script-reading. The process in which boys or girls are engaged are same, except that the girls’ role in making thread balls is more than that of boys. At no loom do the children work alone. An adult or an instructor is always present to guide the children with the script and teach them the art of weaving.

In the initial stages, the children are made to sit and watch the elders working. They are given training in the form of stepwise instructions by Ustad (head). Gradually, they pick up smoothening of carpets. After six to seven years of work a child is able to read and understand the script.

To induce speed and flexibility in the fingers required for weaving, weavers’ families tend to induct their children into weaving at a very young age, sometimes as early as at the age of five years. Initially child may face difficulty in sitting in the particular postures required for weaving. Gradually he or she adopts it.

Children begin work in family undertakings from an early age alongside their parents. Later, parent’s relatives or friends take them to their future employers. The treatment meted out to the working child depends entirely on the employer. Some children may be ill treated and humiliated, even beaten; while others are looked after with parental care. Most of the work they do is monotonous, repetitive and dull and is often not suited to their physical and mental capabilities. The child continues to work in appalling conditions because he expects very little from his job, knowing that at least he is employed and can earn some money. Normally, the child who works in family undertakings is less exploited than the wage-earning child. Certainly,
"the stress, fatigue and harmful effects to which he is exposed are partly compensated for by the personal attention and affection which his parents can give him during both work and rest periods."

In Kashmir, carpet industry is one of the sectors where child labour is present in bulk. Children engaged in this industry are exploited ruthlessly, as carpet industry being a cottage based industry and the work being carried out in small production units and family enterprises, remained excluded from the scope of labour legislations.

Mostly children working in carpet industry are from Muslim community and in the age group of 7-12 years. The incidence of child labour is much in rural areas. The incidence of female child workers in the carpet industry is quite high as out of a sample of 300 respondents, 175 (i.e. 58%) were female child workers and rest were male child workers.

The majority of the child workers come from the nuclear families. The educational background of their families is very low, as 87% parents of the respondents were illiterate. So majority of the child workers (60%) were illiterate along with their parents.

These destitute children belong to low-income strata of the society, apart from being poor some children lost their parents (either father or mother) in early age, as in our sample 15 respondents were found working because they lost their fathers at an early age.

It was found that 14% of the child workers' families did not have land for cultivation, 56.6% were having less than 3 acres. More than 50% families of the child workers were in debts, 62% were borrowing from employers/contractors, 5% were still borrowing from money lenders at higher rates of interests and rest were borrowing from neighbours, relatives etc. It was found that monthly income of 55% of the parents of the respondents was less than Rs. 1200/-, which
is not sufficient to fulfill even the basic needs and requirements of the family in Kashmir where cost of living is very high as compared to other parts of the country.

The child workers are exploited in a number of ways. No social security measures like family welfare schemes are provided to them. They have serious risks to their health and physical development. They are required to undertake tasks for which they are entirely unprepared, physically.

Thus the field survey reveals that children working in carpet industry belong to lower socio-economic strata of the society where most of the parents are illiterate and ignorant of the evil effects of the child labour. They value their present economic needs more than future of their children. These parents work under the doctrine of self-interest and slaughter the interest of children.

The working conditions are miserable in the carpet industry of Kashmir. The work these child workers are allotted is the same as those of adults, but the wages are just half of those paid to adults. While an adult is paid Rs. 25-30 for a work, a child worker fetches only Rs.10-15 for the same work. For the first six months they are treated as learners and are not paid, even though they work. The height of exploitation is that such child labourers are not paid settled wages but a part is withheld by the employer, to prevent the workers from changing their place of work. Sometimes, the employer keeps the parents of these children under heavy debts. This puts the child worker almost at the disposal of the employer who exploits them according to his own wish and choice. There is no facility of paid weekly holidays. They are paid only for the workdays and no free paid day is offered. The average per day work put in by the children
was 9 hours though it varies between 8 to 10 hours. Sometimes these children are forced to work during night also, usually when the carpet is about to complete. Except the lunch break (or when sometimes tea is given to these child workers) they are not provided any rest.

The looms are mostly located in the dark and dingy places, where there is no proper arrangement of light and ventilation. The air always remains full of dust and wool fluffs. There is no arrangement of sanitation. In nutshell, child workers work in unhygienic and polluted atmosphere.

Interpersonal relationships of child workers with adult co-workers and employers in most of the cases were not reported to be cordial. The child workers are the victims of exploitation at the hands of both employer and senior workers. The work load is also high and beyond the capacity which they are unable to complete, but are forced to complete even if they are tired.

Working in ill-ventilated unhygienic environment has serious repercussion on the health of children. Children mostly suffer from weak eyesight, pain in legs and back, cough, respiratory problems, lung infection, which in turn gets developed into tuberculosis. Oftenly they get cuts in fingers and hands.

Medical facilities are seldom available in the carpet weaving units. No dispensary was found near the carpet weaving units. Children do not get any first aid at the time of injury or accident. No medical compensation or leave is provided. Child workers have to purchase medicines from their own pocket when they fell ill and the employer does not pay for that. No medical leave is provided for the days they remain ill.
Causes Of Child Labour:

The root cause of child labour in the carpet industry of Kashmir is poverty as during the field work it was observed that majority of child workers belong to low socio-economic section of the society. As 70% of the respondents were having a monthly family income of less than Rs. 1200/-, the sampled child workers reported that they are sent to work by their parents in order to supplement the family income.

Another important factor responsible for child labour is illiteracy. Majority of the child workers along with their parents are found illiterate in the carpet weaving industry. In most of the cases illiteracy was attributed to the low income of the families and their consequent inability to send children to school. Those who are literate had been to school only upto the primary level. They attended school during the morning and worked at the looms during afternoons and evenings. During school vacation, children are devoting full time to the looms. School drop outs increase sharply after three-four years of schooling or after the child attains the age of eight, whichever is earlier, as that is considered the crucial age to enter the industry.

The defective education system and bleak employment opportunities were reported to be another major reason for child labour. Most of the parents as well as child workers reported that the educational system is so defective that it is unable to fulfill the needs. There is no vocational training in the schools, which can help them to take a job in future. The lack of teachers and other facilities in schools is also a major cause for the presence of child labour. Parents of some child workers reported that there is no value and use of formal education as large number of educated youth are unable to find
any job. So it is better to learn the craft in an early age so that they can earn something though at a little wage.

Moreover, there is a feeling that the craft should be transferred from one generation to another in the family, which is another reason for child labour. It is an old age tradition in some families that they engage their own children in the occupation, so that craft secrets are not lost. But now upto some extent this tradition is losing its importance.

Employers who exploit child workers prefer their employment in the carpet industry due to various reasons stated below:

1. Children can be easily exploited
2. They can be made to work for longer periods as compared to adults.
3. They can be made to work at relatively lower wages.
4. They are more efficient at work places.
5. They can not form union or organise themselves to raise their voice against employers.
6. Child labour is available in abundance, as it is supplementary labour.
7. Child workers being uncomplained, have low bargaining power and can be exploited to any extent.

Most of the child workers were working unwillingly. They were having no interest with their job but were forced to do so. They are neither satisfied with their wages nor with the working conditions. Most of the child workers want to change their occupations provided their parents allow them to do so. In other words they are not free to choose their occupation, they work against their will and choice.
Aspirations of child workers are high. They have a great desire for education. They aspire a high standard of life after getting education. But unfortunately they can't fulfill them partly due to poverty and partly due to the vested interests of employers. However, some child workers show low degree of aspirations. They liked to be in the standard that is not so high but still better than the present.

Taking long hours for a pittance, these little bread earners accept exploitation as a way of life. They only know their sorrow silent acceptance of their misery is writ large on their faces. Each day adds more to their growing numbers. Though it is true that labour helps children in their survival. Should the children be made to pay for the Government's inability to provide alternative employment or inability to Curb poverty? Should they be forced to inhabit an adult world, bear adult responsibilities and suffer abysmal exploitation?

The pitiable conditions of the child labourers in the country has motivated the Indian Judiciary to play a Pivotal role to provide fair and fearless justice with a view to end misery, sufferings and helplessness of the working classes and the neglected section of the Society who are the victims of the most inhuman exploitation. The judiciary has been making untiring efforts to Stamp out the shocking practices of child labour, and reform and rehabilitate child workers who have been doing the worst form of work under inhuman conditions even without minimum dignity and decency for their lives. Therefore, the judiciary has mainly concentrated to implement the provisions under Article – 21 of the constitution of India to provide protection to life and personal liberty of such labourers. Similar concentration has also been focussed by the Judiciary to give force for provisions under Articles 23 & 24 of the constitution which prohibits
'forced labour' and 'employment of children in hazardous work' respectively.

According to Article 45, the state shall endeavor to provide, within a period of ten years from the commencement of the constitutions for free and compulsory education for all children until they complete the age of fourteen.

Apart from these constitutional rights/provisions, our state have passed a number of Acts such as: (I) the children (Pledging of labour) Act, 1933 (2) The employment of children Act, 1938; (3) The minimum wages Act, 1948; (4) The factories Act, 1948; (5) The plantation labour Act, 1951; (6) The mines Act, 1951; (7) The merchant shipping Act, 1961; (10) The Beddi & Cigar workers (Condition of employment) Act, 1960; (11) The shops and Establishment Act in various States and Union Territories; and (12) The child labour (Prohibition & Regulation) Act, 1986.

The recent child labour (P&R) Act, 1986, is the Culmination of Govt. thinking on the problem of child labour. Act prohibits the employment of children who have not completed their 14th year in specified hazardous occupations and processes. The Act also regulates the conditions of work of children engaged in Activities Permitted by law, stressing the role of health and safety measures. It outlines severe penalties for those violating the provisions both of this Act and of other related legislation.

The child labour Act also Provides for a child labour technical Advisory Committee to advice the Central Govt. on which Occupations and industrial process should be Prohibited. Where children are employed in non-hazardous occupations, the work must be regulated in accordance with Paragraph III of the Act which sets Standard and Conditions with regard to health and safety, maintenance
of registers, Periods and hours of work, Overtime, Weekly holidays and days of rest. Responsibility for policy formulation lies with the ministry of labour, although implementation is carried out with Collaboration, or under the auspices of, the State Govt.'s. There is also a Central Advisory board on child labour which assist the Central Govt., on general policy issues. The board is made up of representatives of the Govt., trade unions, employers and voluntary organizations concerned with working children. Similar Advisory board exists in many cases at State level.

Now, the question is whether or not the fundamental rights and directive principle of the state policy enshrined in our constitution and the various Acts have any meaning to the millions of the working children who do not have access to food, drinking water, shelter, timely medical facilities and education. The fact is that these rights and Acts have no meaning to this deprived section of our society. The implementation of child labour laws in our country is very ineffective. The main reasons for this are the lack of adequate enforcement machinery, lack of political will, deliberate attempt of employers to flout the legal provisions and the lack of consciousness within the minds of the parents themselves who obtain false age and medical certificates to enable their children to work. The number of labour inspectors is pitifully low. They can barely visit all the factories in their jurisdiction. In any case, small unregistered units and cottage industries do not come in their purview. The bigger factory owners who keep false certificates and make false entries in their registers (if registers exist at all) can easily bribe the inspector. When the inspector comes, the children are hidden away or put into innocuous jobs. It is not that laws do not exist but it would be impossible to enforce these laws because many more inspectors would be required
who would have to travel vast distances to locate areas where the laws are being violated. This problem of enforcement exists in all the wage earning activities in the rural areas. Similarly, children working in family undertakings and in the urban informal sector are excluded entirely from the coverage of relevant legislations.

**SUGGESTIONS:**

The problem of child labour is more an economic scourge than a social evil. It is a symptom of underdevelopment that exists in all the developing countries. Child labour is one of the unacceptable facets of a much broader socio-economic and cultural situation rooted in poverty, backwardness and retrograde attitudes typical of underdevelopment. To save the children from falling an easy prey to the mechanisation of the greedy and selfish employers, the State Government, Social Agencies and other voluntary organisations have a big role to play. To combat it at the same time to attack the circumstances that give rise to it, it is necessary to take a number of concrete measures.

*During the course of the study it becomes evident that the evil of child labour can not be removed in totality. A lot of Government efforts were concerted in the past but were unfruitful. Various legislations can not succeed in eradicating the child labour, which is prevalent since a long time.*

Thus, it could be emphasized that child labour in carpet industry can not be totally eliminated but it can be mitigated to a large extent. The reason is of course the poverty, which compels the child and his/her parents to take up the job willingly despite the known fact that child employment is illegal and punishable. On the contrary, the entrepreneurs exploit them because of cheap labour as compared to
adult labour. The root cause is poverty, the removal of which is a Herculean task, which cannot be cured in a short time. As long as there would be poverty, child labour would continue to be in existence whether it is a carpet industry of kashmir or any other industry in the state. Hence, our efforts should be concerted towards the overall development of the child in the areas like education, health, welfare etc., and prevent them from hazardous activities. The elimination of child labour can be tried purely on the moral and ethical grounds by way of mass media.

Poverty and underdevelopment are the principle factors for child labour and its continuance in the developing countries in general and India in particular. Hence, the problem relating to child labour and the abuse have to be looked upon in this broader perspective. An improvement in the general living conditions and removal of poverty could progressively work in the direction of elimination of child labour. But the fact that the children are working and are suffering, is the important for the problem to be set aside wholly until economic conditions can be improved to the point where it will no longer be necessary for them to work. Instead of waiting, the problems and abuse of child labour have to be tackled on war-footing by resorting to deliberate measures on all necessary fronts simultaneously, till such time that it is neither profitable nor necessary to employ children.

The problem of child labour can not be abolished or controlled at once. The fact is that children do work and will continue to work. It is not necessary to impose a complete ban on child labour, as we strongly believe that legislation alone is not sufficient to halt child labour. The reason that young people go out to work below the legal age because of poverty has been highlighted time and again and a ban on child workers will deteriorate their economic conditions further,
which may lead to social and economic tensions. We are facing a grim situation where parents themselves send their children for work and plead with employers to employ them.

Complete abolition of child labour should no doubt be our primary goal, but in the present circumstances we can only reduce the problem. The work of the child must be progressively restricted and regulated. Children should not be allowed to do hazardous work and should not work for long hours even as a family labour.

Suggestions are hereby put forth, which should go a long way in providing relief to this unfortunate and deprived section of the society.

1. **Plan To Improve Economic Conditions:**

The very first step, which the Government should take, is to improve the economic conditions of child workers and their families. For that, Government should introduce family welfare schemes for the betterment and upliftment of the families who engage their children to work. Some incentives must be provided as an alternative to supplement their family income, so that, they may not send their children to work. Grant of allowances to low income families can help them to meet their expenses and hence they will send their children to schools rather than to work.

Secondly, every school going boy should be given stipend along with one free nutritional meal. The stipends will some what offset the loss and free meal will not only attract children to school but will ensure healthy growth of the child. Free books, stationary and school uniform should be provided so that the child does not become burden on parents.
Thirdly, the wages, which are of greater significance to workers, should be in accordance with their needs and requirements. The legislators while fixing the wages must see that children do not get lesser wages as compared to adult workers for the same kind and amount of work. In addition to fixation of minimum wages, a minimum amount of stipend for the learners should also be prescribed.

Fourthly, the Government should encourage the co-operatives of weaving families by giving them loans, helping them in procuring raw materials and marketing so that they get out of the clutches of the big manufacturers. The benefit then would reach to the poor weavers who will send their children to school instead of putting them out to work at an early age.

Fifthly, the exporters who get a cash incentive from the Government for carpet exports, should create a fund for improving the educational, nutritional and health care of the working children.

Finally, antipoverty schemes and programmes must be launched at large scale. These programmes will be successful only if there is a check on population growth. Population growth gives rise to poverty, which in turn gives birth to child labour, therefore, it, is necessary to control the population growth. It is also necessary to provide adults with employment and minimum living conditions. The provision of schemes that generate and enhance employment and income among adult workers is a necessary condition for the eradication of child labour.

2 Plan For Education:

During the study, it was found that majority of the child workers are illiterate except few who can only read digits and few sentences. Some of them have studied upto primary classes. Efforts
should be made to give these children education. Child workers are discouraged by their parents to go for formal education. They believe that it is a sheer wastage of time and money. Moreover, in the current employment scene they will not get jobs. Thus, the attitude of parents is that the child has to carry ahead with employment or join his ancestral trades/skills. From their tender age, the children become the bread earners of their family.

Free education facilities should be provided in every locality, mohalla, irrespective of any caste and creeds. The school may run into two shifts so as to facilitate the working children also. There is a need to open special schools for the working children in the areas with high intensity of child labour. These schools should be opened in the heart of those areas rather than at the outskirts which is the usual practice. Children in these schools should be imparted non-formal education along with vocational trades like leatherwork, grinding, painting, tailoring, carpentry, book binding etc. They should be given noon meals and other ancillary facilities. To compensate the loss of wages of the enrolled children, they should be given an enhanced bursary of Rs. 300/- per month. The items made by the children in the workshop of these schools should be sold and the profit arising from such sale should be distributed among the enrolled children.

These schools should be flexible enough to accommodate the needs of the working children. Teachers and supporting staff of these schools should be given special training as they will be dealing with students and teaching learning situation, which will be qualitatively different from the main stream educational system. The progress of these schools should be reviewed after every two years by a panel of experts and the necessary actions should be taken in the light of their report.
Improving quality of education will go a long way in reducing child labour. If the families are convinced by the quality and relevance of education imparted and confident that it would lead to higher earnings in future, they would be willing to forgo the present earnings of the child and send him to school.

3. **Plan For Moral Teaching And Guidance**:

An important weapon to combat child labour can be way of disseminating moral teachings coupled with religious teaching, depending upon the area and sect of the people. Awareness should be planned from locality to locality especially, where there is a heavy concentration of child labour. The awareness should focus the moral duties of the elders towards the children and condemning the use of children as labour. As most of the families are illiterate and poor, hence, are God fearing and more amenable. Considering it to be sin most of them may stop their children from work, or some of them will be compelled to think twice before using their children as bread earners. A proper strategy could be chalked out which may exploit the religious sentiments of the parents and thereafter-gradual reduction may take place in the number of child labour force.

4. **Medical And Health Facilities Planning**:

Children's health suffers because of long hours of work in unhygienic and unhealthy conditions. These children need special attention because a frail child will remain a frail adult. He will not have the physical strength for laborious work to survive he will send his child to work and this cycle will go on.

It is suggested that few hospitals should be opened in the identified areas where treatment for the child workers may be carried
out. The cost of the treatment should be nominal and in some common diseases almost free so that the child workers could make best use of it. There should also be the routine checkup campaign or camps, which can be organised regularly, so as to check the health of the children. All children who are working should be registered in these hospitals free of charge because as per observation the children have very small amounts to spend on themselves on a daily basis. Above all the number of child labours can be identified in the district and their records can be centralised.

5. **Plan For Upgradation Of Working Conditions:**

The working place conditions in the carpet weaving units are not good. The looms are situated in dirty rooms. No proper arrangement is available in work places, like ventilation or light, sanitation etc. These problems may hinder the work progress and at the same time had bad effect on the health of the children working over there. Hence, it is suggested that a suitable design and layout be made which fulfills the above aspects. The design regarding minimum facilities should be mandatory for the units. Proper and frequent checks should be conducted so as to ensure the working conditions and should include lighting, ventilation, air circulation, drinking water facility, toilets, sanitation and the first aid in all units irrespective of any size.

6. **Planning For Fixing Minimum Working Hours:**

The minimum hours work should be fixed. This will keep away the employers from taking extra and more work from the tender aged children. The night work should be banned and the day work should not exceed five hours a day.
7. **Compulsory Registration Of All Units:**

It should be mandatory that all the units, relating to the carpet manufacturing process, should be registered irrespective of being in the organised or unorganised sector at a very nominal expense.

In this way, the entire units concerned with carpet making process would be centralised. Efforts should be made to bring the unregistered units to book, by providing some incentives to the enforcement staff.

The District Industries Centre should do the process of registration but the District Labour Officer should also be involved. It should be a joint effort of both the organisations.

8. **Plan For Involvement Of Voluntary Organisations:**

Voluntary organisations can play important role in bringing down the incidence of child labour by mobilising public opinion and conducting of awareness camps for various social groups. The organisations can make parents considerate towards their children rather than being insensitive to the exploitation. Parents of these working children can be organised by these agencies to work towards elimination of child labour. The voluntary organisations with the help of District Officials can make sure that no parents is compelled to send their children for work.

Effort should be made to identify the organisation, which are sincere in their task and the Government should give them adequate financial support. Labour Department of the J&K Government should monitor the work of these organisations.
9. **Effective Enforcement Machinery Planning:**

An important factor responsible for the growth of the child labour is the failure of the enforcement machinery to implement the child labour legislations. It is necessary to sensitize the labour enforcement machinery to the problems of workers, both adult and children. Special training should be conducted to impart the needed skill and motivation to the enforcement officers. They should be given adequate powers to deal with the problem and as far as possible should be made accountable. Provisions of incentives in the form of reward for meritorious services will help in motivating the officers. The sincerity of the law implementing staff can help a great way in doing away the evil of child labour.

10. **Plan To Induce Trade Unions:**

Trade Unions should be taken into confidence, which can prove to be of great help in this regard. Trade Unions should themselves come forward and taken up the cause of child labour and gradually work towards the abolition of this practice. They must realise that an adult worker can replace by every child worker and this will lead to increase in adult employment.

11. **Recreational Facilities:**

In addition to above, for a balanced growth of child, it is proposed that in the identified mohallas/localities a common room with open space around should be provided, where some indoors game facility should be provided. Apart from the above, Television and V.C.R. should be installed because media is a powerful tool for social change. The network programmes and other sponsored programmes shall be televised as usual, in addition to specialised programmes.
relating to child development. Other cartoon films and animated films can also be shown. If possible video games can also be introduced. From time to time picnic and other tours can be planned to provide awareness in children. The advantage of recreational planning would be:

i) Social awareness

ii) Awareness of their rights and duties.

iii) Moral awareness.

12. **Initiating For Redressal Cell**:

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

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

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

To conclude, it can be said that problem of child labour is deep seeded and deep rooted in our country due to various reasons. Most important factor is the socio-economic condition under which they are forced to work. Moreover, it is the human nature to exploit the
comparatively poor, destitute and neglected masses for their personal
gain. But due to harsh economic realities of the life of child labour, it
is not possible to eliminate child labour in total unless they are left in
the streets to beg.

Anatole France observed:

“Egalitarian law of the society forbids rich
and poor alike to sleep under bridges, to beg
in the streets and to steal bread”.

Constitutionally, we are committed to have an egalitarian
society. So, according to Anatole France, in our society nobody can
be left without food, clothes and shelter and no legislation for the
welfare of child labour renders them to sleep empty stomach.

To eliminate child labour, Government should adopt a
reasonable approach. The race of elimination of child labour requires
to be put on high pedestal without any further delay.

Once again, it is suggested to improve economic conditions, to
provide free educational facilities medical and health facilities to
child workers and it is also suggested for effective implementation of
machinery. Now, the time has come when we must realize the gravity
and intensity of the problem and the problem must not be viewed from
political consideration. Our motto is to provide:

Justice – social, economic and political, assuring the dignity of
the individual.

To sum up R.N. Tagore’s lines are worthy of quoting:

“Into the mouths of these dumb, pale and
meek, we have to infuse the language of the
soul”

Into the hearts of these, weary worn, dry and
forlorn.
We have to minstrel the language of
humanity.