Chapter 4

Conclusions and Suggestions
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CONCLUSIONS AND SUGGESTIONS:

The conclusion derived from this descriptive cum diagnostic study show a deliberate makeshift of the bangle industry from an organized sector to the unorganized sector. The appalling condition of the children toiling tirelessly in the deep caverns of this burgeoning industry depicts a horrifying picture of democratic India, where basic amenities are still a herculean task to achieve. Through the study the researcher has tried to focus on the underlying factors related to the emergence of child labour in the unorganized sector.

The effects of labour have adversely damaged the over all existence of a child. The conditions under which children have to seek employment just for their survival is undoubtedly considered as a social evil and a national loss. The employment of children in factories and establishments, where they are exploited in all possible ways at a time when they have to be trained in schools and looked after very comfortably, has a very demoralising effect on them and does incalculable harm to their future. Repression of normal impulses and desires indulgence of children at work, incline them towards delinquency in their hours of freedom seeking to have a good time or to exalt their submerged and humiliated selves. Child labour is economically unsound, psychologically devastating and physically as well as morally perilous and harmful.

The glass bangle industry of Firozabad dates back to the Mughal era and still continues to be a thriving profession through out the district. The population however, willingly or unwillingly had been involved in this business through ages and so today the place is renowned for its beautiful glittering bangles and glass product world wide.

The fact that the district is endowed with rich silica, the population found it more appropriate to utilize this natural boon into a flourishing industry.
Further more the people were more inclined to be involved in the manufacturing of glass and bangles as it demanded less cost production, cheap labour and easily available raw material.

Infact, the Tables 3.8, 3.9, 3.10, 3.11 and figures, 3.5 to 3.13 depicting the process and production of bangles and also substantiate the fact that the bangle industry flourished since pre and post independence. Today it is classified into organized and unorganized sectors and the involvement of children is more in unorganized sector.

The researcher has analyzed the objective and validated the hypothesis. The first objective of the researcher was to get a detailed over view of the Firozabad district geographically. The researcher on the basis of secondary data brought into light the entire profile of the district as to why Firozabad became a mecca of bangle industry. This has been shown in Tables 3.1, 3.2, 3.3, 3.4, 3.5, 3.6 and 3.7 and figures given in 3.1, 3.2, and 3.3 largely give a whole account of the district. Hence, the objective has been achieved and the hypothesis that the geographical and social profile of the district correlates with the employment and involvement of children in the bangle industry has been proved.

On analyzing the sampled households in accordance with their respective religions/castes reveals that Muslims outnumber other religions/castes. Specifically low caste Muslims outnumbers others in Firozabad due to the migratory pattern of the population. When questioned about their migratory status most of the respondents migrated from rural to urban areas for better job prospect but the grim reality of the whole situation depicts a different picture. Due to the lack of proper skill and education they lend up in bangle industry where they are helpless to involve their children to meet their basic needs. The pressure due to caste system too plays a significant role in involving the entire family in this hazardous business. As shown in Tables 3.12 and 3.13.
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On analyzing the occupational mobility of the respondent it was found that the sampled households were more inclined toward the manufacturing and processing of bangles as there had been limited scope for other occupations like agriculture, mining, forestry, etc. The district being quite small with less agricultural land and facilities, the population has a limited chance of doing any agricultural activity also due to the lack of other industry, the population is bound to work in the glass & bangle industries making child labour rampant in the industry as it has been derived on analyzing the data under Tables 3.14, 3.15 and 3.16.

Financial gains and crisis play a pivotal role in strengthening any family’s existence. Usually it is the adult, the head or the male member who contributes significantly in the family income. But in Firozabad the situation is quite different as apart from the adults a fair percentage of children give a major share of their income to support the family. As shown in Table 3.17, 3.18 and 3.19 children contribute 25 to 30 percent of their earning to the total household income.

It is quite ironical to note that though the children are involved to increase the income of their household, the sword of indebtedness and loans predominantly looms over their heads. It is revealed from the table 3.20 and 3.21 that a good percentage of sampled households are in the grip of money lenders and greedy landlords. This also, to some extent answers the question as to why children were involved in this bangle industry.

The entry of child labour in this industry is definitely based on the age and sex composition. Earlier also it has been mentioned that children of young age (6 to 8) are more active, being small in stature and can be easily rebuked and chided and thus they get an easy entry into the bangle industry. Their involvement begins at an early age and so the demand and supply of such children is found in abundance. On the analysis of Table 3.22 it is revealed that the children’s age, sex and population considerably gave an impetus to the rise
of the bangle industry in the unorganized sector. Further, on the analysis of Tables 3.23, 3.24 and 3.25 it comes up as an undoubted fact that the bangle industry does depend on the age, sex and population of the children.

It becomes evident from Tables 3.27 & 3.28 that there had been a pragmatic shift of the bangle industry from the factory premises to the household level. So that children can work without indulging into any legal bindings.

Tables 3.28 and 3.29 reveal the fact that the amount paid to the children for their labour is not in accordance to the hours devoted by them for the manufacturing and processing of the bangles. The above given tables clearly accounts the socio economic profile of the sampled respondents hence the objective has been achieved and the hypothesis that within the framework of socio-economic profile, the various factors such as migration, education, indebtedness, caste system, occupational mobility etc do have direct bearing in the emergence of child labour is proved.

The environment of ignorance and lack of education must have narrowed the outlook of the parents and they might not have realized the importance of education for their children. Therefore, the non-realization on the part of the parents of the important role of education and their preference for work to education might have contributed to this social evil.

Education is one of the most important factors in determining the growth and development of child but in the case of Firozabad it is extremely disheartening and heart rending to witness a large chunk of child labour toiling tirelessly to earn their livelihood. It is not only the children to be blamed for this kind of this deprivation, infact the heads of the house holds equally plays a significant role in not getting their children enrolled in any school. They being illiterate and due to lack of proper education provoke children to be an earning member at an early age. As they strongly propagate the fact, 'more hands more money.' The data of the Tables 3.30 and 3.31 give a detailed account of the
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educational level of the population and literacy level of the heads of the household. In reality one of the major reasons to push the children into this business of bangle making conforms their ignorance regarding education and thereby they largely depend on the earning of their children.

The researcher has analyzed the educational status of the working children. Table 3.32, categorizing the educational status of the working children according to their age and gender shows that majority of the children between the age group of 11 to 14 have somehow or other managed to achieve primary education. The number of illiterates among the male (working children) is equally noticeable. Female education is strongly discouraged as majority of the heads of the sampled households were of the opinion that females are better house maker and education does not play a vital role in bringing up their family after marriage. As shown in schooling status under Table 3.32.

It is evident from Tables 3.33 and 3.34 that children leave school at the age of 6 to 8 years when he/she is in the fourth standard. At this stage they tend to dislike education on the basis of their personal liking and disliking, family pressure, non availability of proper schools, non affordability of school fees, stationary, etc. although the government claims that it is facilitating the education of children free of cost. As according to Table 3.37 majority of the children had been pulled out from the school to make bangles in their homes as they have to supplement their family income. Schooling status largely affects the incidence of child labour thereby providing an open arena for them to come and join the industry any time.

The above given tables clearly accounts the educational level of the sampled respondents hence the objective has been achieved and the hypotheses proven that the educational level of the sample household is a determining factor in the rise of child labour and lack of participation in education and the
schooling status of the child workers has decreased due to the increased ratio of child labours are proved.

Table 3.35 reveals the picture of a household bangle making unit as a congested, confined and limited space for any kind of further movement for the children. The work space provided for them is extremely tight cornered and because of this they have to deliberately sit in a crouched position gravely effecting the development of their muscles and bones which intum aggravates to other illnesses such as backache, breathing difficulty etc. Table 3.36 highlights the various complications affecting the health and proper development of working children. Thus makes it evident that the working conditions tremendously retards the growth and development of the child creating health hazards for these tender lives.

Child labour is a vicious cycle which entails a plethora of underlying factors. The situation of children involved in the bangle industry is quite unavoidable as it projects a large number of reasons such as poverty, parental presence, household income, lack of education etc. it is widely accepted that the children are found to be a part of this thriving industry since time immemorial. The probable reasons for the children’s contribution in this industry can be seen through Table 3.37 where it displaces few parameters of work compulsion.

The above given tables clearly accounts the consequence of hazardous work on the health of the sampled respondents hence the objective has been achieved and the hypotheses that child labours in the unorganized sector are bereft of any medical facilities thereby suffering from various contagious diseases and children employed at home based level compromises with the congested and confined working areas, resulting in a series of serious health issues are proved.
While interviewing children showed certain level of personal interests, aspiration and attitude towards their present work. Tables 3.38, 3.39 and 3.40 broadly present their attitude and the various reasons for liking and disliking the work. Many children understand the repercussions of this perilous industry as they feel it is quite dangerous for their normal growth and development they also felt that the wages giving were quite minimal which partly prevents them to attend school.

According to Tables 3.41 and 3.42 the children categorized their occupation and educational preferences. Many of them did not want to continue with the same kind of work which they had been doing. Most of them aspire to learn driving and become drivers, next in line was the option of becoming a motor mechanic/electrician, few of them wanted to be a carpenter, teacher, security guard etc. With regard to their educational interest, majority of them felt that basic education was more than sufficient for them whereas few children showed interest to achieve higher education, while the rest were not at all inclined towards education. Table 3.43 records the opinion of the working children. Few of them wanted to continue with the same work but a fair amount of children wanted to be back in school, as they had an inclination for education.

Based on the above tables it can be said that the objective, to study the cause for the dependence of the children on this hazardous work and the interest level and aspirations of children employed in these industries have been achieved and the hypotheses proven that poverty, parental pressure and educational handicaps corroborates the entry of children in this high risk industry and children working in the bangle industry seem to be impassive, lacking interest in their personal pursuits and expressing low level of aspirations and attitudes.
SUGGESTIONS:

The present study found that bangle production consists of two broad stages. After the initial making of the glass spirals in the factory, the entire work is transferred to small home based level units. In these units, the incidence of child labour is quite high. As the study reveals that the contribution of children to the family income is substantial, therefore the withdrawal of children will require concentrated and well-planned strategic efforts at all key levels. Further the formalisation of the informal sector may provide an opportunity for non-involvement of children in the work.

Although some efforts have been made by the government to eradicate child labour by launching an enforcement drive and campaigning, yet this has resulted in the in-formalisation and casualisation of work in the glass industry of Firozabad.

Efforts are required to change the present organizational structure of the industry in which major part of the work is done at the home based level and to introduce new technological interventions in order to bring improvements in working conditions. The workers should be encouraged to join savings and credit groups by which they can have easy access to their money. This will help them avoid taking loans in emergencies. The education system of the town should be improved considerably so that parents as well as children are motivated to go for education. Finally, enforcement of CLPR Act should take place at the home based level so that the factory owners cannot shift their work from the factories to the homes in order to escape the law.

The children working in the glass bangle industry face a lot of problems related to their health, safety and personal growth or development.

Thus the following suggestions at various stages of bangle production should be applied to at least minimize the effects of laborious work in which children are employed:
TECHNICAL MEASURES:

The measures outlined include safe work methods, practices and modifications in the existing working conditions such as proper and spacious work area, proper ventilation and hygienic surrounding etc. All the workers including child workers should be educated and trained to adopt these safe work methods. Employers should encourage these practices and provide necessary safety devices.

1. Breaking and Sorting waste Glass Pieces: Encourage use of canvas/leather hand gloves and shoes while handling broken glass pieces. The workplace and passage for moving around should be kept free from broken glass pieces by frequent cleaning.

2. Jhalai and Judai: Children should be instructed to keep themselves away from the kerosene flame in order to avoid the inhalation of kerosene soot. Work should be performed near the window of the house or in an open veranda.

3. Katai and Rangai: The bunch of bangles should be held firmly and tightly against the rotating cutting wheel and application of excessive pressure against the bangles must be avoided. The belt drive of cutting machine should be properly guarded. Children should be educated to wash the hands to remove paint before having food. A proper cleaning agent should be used to remove the paint. The use of kerosene should be discouraged.

MEASURES FOR IMPROVEMENT IN WORKING CONDITIONS

a) Loose and temporary electrical wiring using plug sockets and without proper plugs tops and improperly made joints should be corrected.

b) Improvement in the layout of the workplace can result in better utilization of space.

c) Housekeeping in almost every unit needs improvement to make the workplace accessible and tidy.
d) Machines need proper guarding in all the units.
e) Child as well as adult workers need safety training and attitudinal change towards personal hygiene.

**GENERAL HYGIENIC MEASURES**

a) The drinking water should be kept in earthen pots. It should be changed and cleaned everyday. The surroundings in which the pot is kept should also be kept clean.
b) The latrines and urinals should be conveniently located for the use of working children.
c) Children should be instructed to wash their hands and face before eating and after ending their work. Sufficient washing water with adequate cleansing agent such as soap should be provided for this purpose.

**ADMINISTRATIVE MEASURES**

a) It is obligatory to get all units registered under the 'Uttar Pradesh Dooakan aur Vanijya Adhishthan Adhiniyam, 1962 or the Factories Act of 1948; which ever applicable depending upon the number of persons working.
b) Children below 12 years of age should not be employed in factories or in any hazardous work that is being carried out in the units.
c) Children below 14 years of age should not be employed in factories
d) If children are employed, prescribed working hours and other provisions should be strictly observed.
e) Ensuring the health and safety of the employees is the responsibility of the employers. Provision should be made to provide minimum standards of proper working conditions.
f) Periodical assessment and vigilance should be done by the various appointed labour officers etc.
ROLE OF EMPLOYERS

Child labour is one of the unacceptable facets of a much broader socio-economic and cultural situation rooted in poverty, backwardness and retrograde typical attitude towards development. To save the children from being an easy prey to the mechanization of the greedy and selfish employers, the state government, social agencies and other voluntary organizations have a bigger role to play. The government has adopted a two trick policy which on one hand requires elimination of child labour from all hazardous employment and on the other hand improves the working conditions for child workers in other employments. As an employer, one can contribute in effective implementation of this policy and playing an active role in combating this social evil by observing the following.

- Know and observe strictly the statutory provisions regarding work and working conditions of child worker.
- Train the children to work safely before assigning any work to them. Explain all the possible hazards associated with the process and operations carried out in the unit along with safety measures and precautions to be observed by them.
- Encourage children to practice safe work methods.
- Remove unsafe conditions such as damaged floor, live wires loose and bare electrical joints, open container of paints and thinners etc. Improve work environment in the work place with adequate ventilation, illumination, good home keeping etc.
- Hiring one/two adult workers. Trained in first aid so that in case of cuts, bruises and other minor injuries proper first aid can be given promptly. Keep necessary first aid material handy.
- Encourage child workers to join school for formal/non formal education, after the stipulated hours of work.
- Pay attention to the hygiene of the work place.
RECOMMENDATIONS

A close look at the issue of child labour proves that child labour is a social crime and many social factors significantly contribute to child labour. Field observation also suggests that the parents of working children are more interested in sending their wards to work rather than school. Therefore, it is suggested that compulsory education for children should be forcefully implemented.

The policies regarding child labour can be addressed at two levels viz. long term and short term. The long term strategies and policies should be aimed at improving the conditions of the society as a whole to such an extent that ultimately child labour is completely eliminated. Whereas, the short-term policies and plans should be aimed at improving the working and living conditions of children so long as child labour prevails. Concerning such policies, various recommendations have been made by various committees and different authors.

The overall programme of rehabilitation of child labour needs people's participation and cooperation from all sectors i.e., from their families and societies working for them. Realization of this problem by the people is very much essential, only then they can think for these children who are being exploited at different work spots. Their overall support would be helpful in achieving the objectives of rehabilitation of child labour.

One of the root causes underlying many of the problems that India as a country faces is over population. Resources and infrastructure remain fixed but the number of population is growing continuously. This creates numerous problems, be it in the area of basic necessities or better amenities. Thus, relentless growth has to be controlled by means of strict regulations and prohibitions, through family planning measures.
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Besides, provision of safety measures and other protective items should be provided to children working in the industrial units; protection of self employed children against the occupational competition with the adults, moral education and protection against mis-guidance by anti social elements; controlling the drug addiction; etc. and occupational guidance, education and recreational facilities for the working children should be taken care of.

Undoubtedly, the institution of child labour is a great social evil and it must be abolished. The sooner it is abolished, the better for the society. By no standard of morality and humanism should this institution be permitted to exist in the society. The problem stems from genuine economic difficulties; therefore, the attack on this social evil must be multidimensional and therefore further study is suggested.